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Cover Photograph

A young Canadian Indian boy looks out, with uncertainty, on the white man's world. See "Death at an Early Age" on page 190.

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Death At An Early Age

What follows is a brief to the Canadian Government from one of Canada's Indian Bands, the Southern Vancouver Island Tribal Federation of British Columbia. The brief points out that these fellow Canadians of ours die, on the average, at 34 years of age. As they are not being deliberately starved to death, the only conclusion to be drawn is that our indifference is destroying their will to live. With International Human Rights Year newly born, these first citizens of Canada are thereby challenging the rest of us to declare and demonstrate that what we want for them is not extinction, but equality.

"WE are proud of being Indians, but there are serious disadvantages to being an Indian in Canada today," said spokesmen for the Southern Vancouver Island Tribal Federation in a brief submitted to the Minister of Indian Affairs and Northern Development in December 1967. "The problems are man-made and can be solved by men. As things now stand, they are not being solved but are getting worse and will continue to do so unless action is taken now."

The Federation's reasons for submitting the brief were:

- the living conditions of Indians in British Columbia are extremely poor, and opportunities for improvement inadequate;
- social welfare measures designed to alleviate social and economic deprivation are almost non-existent; when such services exist, they are often poorly planned, implemented with varying degrees of competence and effectiveness, and usually highly paternalistic;
- the bulk of welfare services is handled by two federal departments and one provincial department; division of responsibility is not clearly defined, and inevitably there is lack of co-ordination, much "buck-passing" and confusion.

Four major facts emerge from this brief:

1. the average life expectancy of Indian males is 33 years and for females, 36 years;
2. the Indian birth rate is two and one half times greater than that of non-Indians;
3. the median age of B.C. Indians is 15 to 16 years, compared with the provincial average of 30 years;
4. thirty-six per cent of B.C. Indians are in the wage-earning age group of 26 to 60 years, compared with 49 per cent of non-Indians.

Referring to these figures, Wilson Duff, an anthropologist at the University of British Columbia, has said, "Such lop-sided age distribution obviously aggravates the Indian's economic problems. Even if they were the most highly paid wage earners in the Province, the relatively small number of men of working age would be hard pressed to provide clothing, housing, and education for the large numbers of children."

Indians, however, are not blessed with high incomes, said the brief. The Hawthorne Committee survey of 35 representative Canadian Indian Bands showed that "average yearly earnings per worker were . . . inadequate at $1,361 annually, compared to the general Canadian average of $4,000." Income exceeded $4,000 in only 11.5 per cent of Indian households surveyed; 28.2 per cent subsisted on less than $1,000 a year.

"Such severe and self-perpetuating economic privation inevitably has a violently destructive effect on all aspects of the day-to-day life of those caught in its grip," the brief asserted. Many women without husbands were bringing up their children alone, without benefit of professional or semi-skilled status and income. "The demoralization by poverty of these breadwinners is resulting in an incalculable waste of human resources, which is compounded with every child who reaches adolescence and early maturity unequipped to take a constructive place in society."

The symptoms of social breakdown—child neglect, marital breakdown, early school-leaving, juvenile delinquency, alcoholism, drug addiction—all are rampant in the Indian community.

The brief states that social services for Indians did not come up to the minimum standards available to other Canadians, and that some existing legislation actually contributed to their hardship.

According to recent statistics supplied by the Indian Affairs Branch of the Department of Indian Affairs and Northern Development, about 60 per cent of Canadian Indian families live in houses of three rooms or less compared with a national average of 11 per cent; 44 per cent of Canadian Indian homes are provided with electricity compared with 99 per cent for other Canadians; and sewers or septic tanks are available to only 9 per cent of Indian homes.

Only 26 Indian students in British Columbia are attending university. This represents 1 in 1600 of the Indian population, contrasting with 1 in 60 of the rest of the population.

Half of the Indian children in B.C. attend provincial schools, and must compete in classes with children who benefit from the support and example of parents who are themselves educated, and whose standards of living reflect this fact. A report issued by the B.C. Indian Advisory Committee in 1965 stated: "Possibly the greatest need for any school district with large enrolments is for a social worker to deal with Indian home and pupil problems."

Child welfare, the brief continues, is probably the most important area of Indian welfare, because in the face of social and family breakdown, it is the children who suffer most. But official action in this area is such that "one is often hard pressed to decide whether the many children whose plight is overlooked by officialdom are in more pathetic straits than those that are 'helped'."

In 1963, 33.5 per cent of all children in the care of the B.C. Department of Social Welfare were Indian or part-Indian. In 1964, this had increased to 37.4 per cent, and in 1965, to 39.2 per cent."

Alcohol is a major factor in many Indian arrests, the brief adds, and alcoholism is a major Indian problem. "The conditions under which many of us live would drive almost anyone to drink. And heavy drinkers find that their bad situation deteriorates even more."

The rate of Indian recidivists is approximately twice as high as for other Canadians. A non-Indian first offender is frequently released on probation by virtue of a favourable pre-sentence report attesting to his having a job or school to go to, an "acceptable" home and "respectable" persons vouching for him. Not having any of these advantages, the Indian goes to jail. "Another group of prisoners are persons who could not afford to pay fines. Again the Indian goes to jail."

The majority of Indians, because of lack of funds, face serious charges without the help of lawyers. Many are not familiar with their legal rights, nor fully understand the proceedings taking place in the courtroom. "This is beyond any doubt a situation of there being a law for the rich (or white) and a law for the poor."

The 1965 report of the B.C. Indian Advisory Committee showed that 44 per cent of those admitted to the Willingdon School for Girls, a correctional institution, were Indian girls. "For young Indian men who find themselves in difficulty with alcohol and the law, the picture is grim enough," says the brief. "For girls, it is worse by far. Sexual exploitation of

Contrasts

Average Canadian annual wage $4,000.
Average Indian annual wage $1,361.
B.C. Canadians in wage earning age group—49 per cent
B.C. Indians in wage earning age group—36 per cent
Canadian families living in houses of three rooms or less 11 per cent
Indian families living in houses of three rooms or less—60 per cent
Canadian homes equipped with electricity—99 per cent
Indian homes equipped with electricity—44 per cent
Indian homes with sewer or septic tanks—9 per cent
B.C. Canadians attending university—1 in 60
B.C. Indians attending university—1 in 1600

Indian girls by means of liquor, and the use of force, and by taking advantage of their youth and naivete is so common that it is taken for granted by a large segment of the white population."

The brief asserts that the individual Indian's major contact with the Government is with the office of the agency to which he belongs. Much of this contact is indirect, through his band council. Dealings with the agencies are generally of two kinds. Communication by mail is largely with the council; individual contact occurs at the agency office.

To raise any point by mail, the brief said, is to invite a flood of complex and often apparently irrelevant forms to be filled out and returned. "This stage is followed by receipt of carbon copies of correspondence between various levels of the Government. This can go on for months. Loss of pertinent documents, even whole files by one or another office somewhere between the agency and Ottawa is far from unknown. Resolution of pressing matters by such means is less than satisfactory." And dealing with the agency in person is in most cases, not an acceptable alternative. "The Federation is very familiar with complaints of humiliation at the hands of agency staffs."

The brief quotes this observation from the Hawthorne Report, a survey conducted in March 1967 by Prof. H. B. Hawthorne, head of the anthropology department, University of British Columbia, and commissioned by the Department of Indian Affairs and Northern Development: "The one fact that tends to be singled out more frequently than any other, in laying blame for backwardness and underdevelopment of Indians in Canada, is the general system of administration under the Indian Affairs Branch . . . The Branch still exerts a degree of authority over Indians, particularly with regard to economic matters, far greater than any other Government agency exerts over whites. This exertion tends to elicit from Indians attitudes of dependency, irresponsibility, apathy, submissiveness and disguised hostility."

The brief added that many Indians legitimately in need of financial assistance would rather do without necessities than risk the humiliation that is so often the price of a little inadequate help.

Since 1928, the federal Indian health services have attempted to:

- provide treatment for Indians on reserves who are unable to provide for themselves;
- ensure that adequate public health service is provided to Indians on reserves and in residential schools; and
- assist Indians in reaching full social, economic and educational equality with their neighbours.

But the brief retorts: "The success of their efforts is reflected in the state of Indian health and in the Indians' current social, economic and educational status. The shockingly low life expectancy of Canadian Indians speaks eloquently of the difference between the myth quoted above and the reality we live with."

The most recent studies of adult mortality in the United States reveal that the average life expectancy for non-whites is 64 years. Life expectancy in India, with the help of foreign aid, has risen during the past few years from 32 to 50 years. Life expectancy for Canadian Indians is 33 years for males and 36 years for females.

The Indian Act provides that provincial child welfare legislation applies to Indians. Twenty years ago, a brief presented by the Canadian Welfare Council and the Canadian Association of Social Workers pointed to one of the worst features of the Branch's child welfare procedures:

> With respect to the child welfare aspects of residential schools, we urge the abandonment of the policy of caring for neglected and delinquent children in educational institutions. These children require very special treatment and we suggest utilization of recognized child welfare services. Arrangements might be made with provincial child-caring authorities to supply a service on the basis of payment for individual cases where it was deemed advisable. . . . Otherwise the federal authorities should provide their own services.

The policy of caring for neglected and delinquent children in educational institutions is still in effect, and Indians have two different bodies of overlapping de facto jurisdiction to deal with. "Worse than this is the effect of the implementation of this policy." Children whose homes are deemed "unsuitable" have simply been kept when school ends in the spring and placed in "temporary boarding homes." Some are taken from their homes on isolated reserves to go to school; and others have never been found by any court of law to be neglected or delinquent. Some of the parents are neither consulted nor informed about what is being done with their children.

The brief reveals further that the mothers of teen-age girls who have given birth to illegitimate babies while at residential school have never been told of their daughters' condition. Nor is action taken against the reputed fathers.

Severely disturbed children are placed in schools where they are out of reach of agencies that could refer them for diagnosis to child guidance clinics. Counselling in such schools is negligible. Families who provide the "temporary boarding homes" are given no support, guidance, or information to assist them in coping with the children placed in their homes.

"If Indian child welfare policies were the product of one man's mind, that man could be described as criminally insane, but no one human mind created this situation," the brief declares. "It appears to be the result of confusion, callousness,

Submerged, Neglected and Abused

The situation of Canadians of Indian origin continues to be a desperate one. They remain a submerged minority, neglected, abused and all but forgotten by the rest of the population. Their health standards are the worst in Canada. They are kept at levels of near illiteracy. They are prevented from exercising any initiative by a cumbersome and obsolete system of regulation under which they sink deeper and deeper into despair.

The situation cries out for quick, effective and vigorous action. Present methods are obviously unsatisfactory. You are aware of the studies which have been made by organizations like the Indian-Eskimo Association of Canada and the Canadian Welfare Council. We urge you in the strongest possible terms to move with despatch in the direction of new and improved programs on behalf of the Indian and Métis population. We cannot emphasize too strongly the point which has been made by competent authorities in this field that it is not enough for Indians to be the beneficiaries of programs established by others on their behalf. They must be enabled to participate in the measures that will raise them up economically and in other ways to the level of the rest of the country. Otherwise the lives and the future of the Indians and the Métis will continue to be a blot on the good name of our country.—Brief submitted to the Government by the Canadian Labour Congress, Feb. 13, 1968.

Job Discrimination in U.S. Leading to Lawsuits

In a strengthened campaign to prevent job discrimination against Negroes, the Civil Rights Division of the United States Department of Justice has been investigating complaints at a rate that will lead to a number of lawsuits during the next few months.

Although only 10 suits of the kind have been filed since 1965 (the year in which the Department obtained the power to deal with job discrimination), eight of these suits went before the courts in 1967.

Job discrimination is the main issue as far as Negroes are concerned, and since the attack on this kind of discrimination began in the middle of 1967, the Government has examined about 160 complaints accusing companies or unions of "systematically" discriminating against Negroes in the training, promotion, assignment, or efficiency rating of employees.

Many leading companies and unions are under investigation, and investigations on the spot have been made at plants and offices in about 25 states, not only in the "Deep South," where this work was at first concentrated, but in various parts of the country.

Negroes Given "Dirty" Jobs

In a recent lawsuit against Bethlehem Steel Corporation's Lackawanna steel mill in Buffalo, N.Y., which employs 18,300 persons, the company is charged with "hiring, referring, transferring, and assigning whites for employment without regard to qualifications, while placing stringent requirements on Negroes." Job assignment tests are alleged to have been framed in such a way as to favour whites — Negroes being given the "hot and dirty" jobs.

Of the 10 suits instituted so far, six involve unions, one involves both a company and a union, and three involve companies. Justice Department officials admit that, in their attempts to do away with discriminatory practices, companies may sometimes be thwarted by union policies.

Lawyers of the Civil Rights Division are now studying a case to determine whether the company or the union is responsible for job discrimination. Crown Zellerbach Corporation was told that it would no longer be given Government business if it did not stop discrimination in its Bogalusa, La., paper mill. Later, the company sued Labor Secretary Wirtz, asking for the withdrawal of this rule, and contending that, although it was willing to do away with its discriminatory seniority system, the union had refused to agree.

John Doar, the Assistant Attorney General in charge of the Civil Rights Division, says that "voluntary compliance is the only way to make the program work;" but he also believes that legal action as a first step will help to bring about a better understanding among companies and unions of the purpose of job discrimination laws.

Life Expectancy

Whites in United States	71 years
Indians in United States	44 "
Whites in Canada	70 "
Indians in Canada	34 "
Indians in India	50 "

ignorance—and too many years of safety from the correcting influence of public scrutiny."

The brief suggests that proper extension of welfare services to the Indians would require two things: first, increased staff; and second, recognition that there is a very real communications barrier between the social worker and the Indian—the barrier created out of differences in culture, background, and attitudes. To work effectively with Indian families requires specific skills and knowledge.

"Finally, child welfare problems are basically family problems and their solution is best to be found in prevention rather than attempts at cures. This raises the whole topic of welfare in its broadest sense—economic development, housing, health, and educational standards."

Many Indians have made attempts to escape the limitations of living in isolated areas. Many have successfully taken advantage of better educational and employment opportunities. But many Indians have discovered that they are really accepted only on Skid Row. "The price of this acceptance is high; often it is defeat, disease, and early death."

The private agencies that exist to help the Indians are concerned primarily with the successful newcomers who are learning to adjust to city life, and with those who are losing or have lost the battle to retain their self-respect. "Many of [these agencies] contribute a great deal, both to the individual... and to the community at large," the brief observes. "Virtually all are hampered by lack of funds, surviving largely by dint of the unselfish efforts of dedicated individuals. They cannot cope with the whole problem, and it is getting worse."

The brief suggests that the social problems of Indians stem from a multitude of causes and each has as many effects. "Since Indians don't have legal title to their homes, mortgages aren't available. Branch assistance with housing is not an adequate substitute." These factors contribute to poor housing, which in turn contributes to problems of health, education and social adjustment, as well as a perpetuation of poor housing standards. "Such self-perpetuating situations could be cited indefinitely."

There are cultural differences between the Indian and white communities, as well as the Indian's deeply ingrained suspicion of the motives and actions of governments. The problems besetting the Indians are not the same as those faced by the socially and economically depressed segment of the non-Indian population.

"For these reasons a broad, single approach is necessary to the solution of Indian economic and social problems, an approach which takes into account the scope and nature of the total situation."

The brief goes on to say that there may have been a time when a simple transfer of welfare jurisdiction to the provinces would have been sufficient, but "it is definitely not the case today." Indian status has meant second-class citizenship for too long for such a simple measure to be adequate.

The Hawthorne Committee believed that the solution to the problem of improving the situation to the point where Indians would no longer need special programs of assistance lies in combining the approach and methods employed by the provincial welfare department with the more basic techniques of community development.

. . . the more valid criticism is not that against welfare as such, but rather against the lack of a balanced program for

The Indian Problem: White Men

It is significant that many people worry about the drop-out problem without concerning themselves with the drop-outs as human beings, in the same way as many people express concern for the "Indian problem" but can never quite see the Indians as human beings with their own problems. The major "Indian problem" is the white man. Education for what? is the crucial question. Education for jobs that disappear before the Indians and Eskimos become qualified? Every northern community and every Indian reserve has its quota of young men who have had up to a dozen vocational training courses and yet cannot find work.—Prof. James Lotz, "Human Rights of Indians and Eskimos," *Canadian Labour*, December 1967.

economic and social development. With the wisdom of hindsight, we can now see that it would have been better to have launched (after World War II, when new policies were introduced) an ambitious program of economic and community development in the broadest sense among Indians, with welfare as one part of the program.

The brief said that it was in general agreement with the welfare recommendations of the Hawthorne Committee and of the community development program outlined in the Report.

The Hawthorne Committee recommended that emphasis be placed on the rewards to the provinces of extending their welfare services to Indians. These include:

- an end to complex and time-consuming investigations to determine administrative and financial responsibility for the provision of particular welfare services to persons of Indian status;
- the opportunity to undertake area social problem management and amelioration in an integrated manner;
- an end to existing and future charges of discrimination in welfare programs;
- an improved fiscal base for extending welfare services to Métis and whites in remote areas;
- avoidance of the establishement of a fully developed Branch welfare service which would compete with provincial departments for scarce staff;
- inclusion of Indians in provincial welfare programs which could be used as a lever to enlarge staff and, in some cases, improve existing welfare services;
- some financial gain to the provinces through the proposed welfare formula.

The brief urged:

– that the recommendations of the Hawthorne Committee be adopted, and that they be implemented by the Government of the Province of British Columbia;

– that a comprehensive economic and community development program be initiated at the earliest possible date;

– that these two programs be fundamentally co-ordinated.

Co-ordination could be accomplished by establishing Indian welfare as a separate division within the existing (provincial) Department of Social Welfare, the brief suggests, and by placing the immediate control of both programs in the hands of the same body of senior officials. These persons would then simultaneously head both the "Indian Welfare Division" of the provincial department and the "Economic and Community Development Program."

The brief, submitted just before the beginning of Human Rights Year, ended with this epilogue: "The story of th relations between Indian and non-Indian Canadians is shameful chapter in the history of this nation. We have for to long been the pallbearers for our hopes, our rights, and ou heritage. We must be granted the rights that a country whic would call itself democratic owes to all its citizens. We mus be helped to repair the damage done by the long years o deprivation of those rights. We ask that you learn fro history and begin now to help us help ourselves toward equa opportunity and to full citizenship in our country."

Canadian participation in the International Year for Huma Rights was announced by Prime Minister Lester B. Pearso in December (L. G., Feb. 1967, p. 74). Mr. Pearson's proclama tion contained the words: ". . . nor will Canada earn or deserv the loyalty and devoted service of its citizens to the fulles extent, if we allow racial or class or religious prejudice an intolerance to linger in our minds. We must continue the figh against these things until they are wiped out. . . ."

Commenting on Human Rights Year in its January issue The Royal Bank of Canada's *Monthly Letter* had this to say

"The truth is that a person may cause evil to others no only by his actions but by his inaction, and he is justly ac countable in both cases. Duty is a common, collective faith and every man is under obligation to fulfil his contract wit democracy.

"The Golden Rule was the life guide of the stone-ag Eskimos, and it has not been improved upon as a guide fo the most sophisticated democracy. It applies to every perso whether he is rich or poor, whether he agrees with us or no no matter what his race or the colour of his skin. In the ne world which is coming into existence, this is not only a mora duty but an indispensable condition of survival."

We All Foot the Bill

Poverty damages us all, the rich as well as the poor, and in the end we must foot the bill for it, albeit in a piecemeal fashion: a larger police station here, a new home for the emotionally disturbed there, more penitentiary space, increased family court facilities, expensive urban renewal schemes. It is striking how often in Canada we try to meet our problems by building something we can see . . . . We are always prepared to repair or improve something we can look at, like a road or a causeway . . . . But human repairs and improvements remain beyond our ken, and when someone suggests we initiate such a program of renovation of the human body and spirit he is reviled as a do-gooder making free with our tax dollars. We have not yet applied to our social policy the principles and techniques of rational calculation, research, innovation, and technical progress that we insist upon in our industrial system. That is "planning" and planning is evil and totalitarian. Yet, in the end, the real cost to the nation of this attitude to planning will not be in the expensive stop-gap measures we are finally forced to pay for, but in the appalling wastage of human resources which we permit every time social conditions prevent one of us from attaining our full potential.

Pierre Berton, *The Smug Minority*

Why the Shortage of Highly Qualified Manpower?

Prof. John Porter, of Carleton University, author of the best-selling book, *The Vertical Mosaic*, offers a number of sociological reasons for the universal shortage of scientific and other professional personnel.

THE reasons for the difficulty experienced by industrially advanced countries in producing an adequate supply of highly qualified manpower were discussed by Prof. John Porter, of Carleton University, in an address sponsored jointly by the Canada Department of Labour and the Ottawa Chapter of the Economic and Political Science Association, in Ottawa.

The main reasons given by Prof. Porter for this chronic lag were: the unsuitability of educational systems for the purpose of turning out this particular kind of manpower; the inability of the middle class to produce the trained persons required in sufficient numbers; and the obstacles to tapping the working class as a source of supply, even when the means of training were provided.

Although his interest in the subject had originally grown out of Canada's need to rely heavily on the external recruitment of highly qualified manpower, the speaker said, the problem was not wholly a Canadian one. All highly industrialized countries were having the same kind of difficulty.

The tendency was to think of automation as going on in production, but it was also taking place in other activities, such as transport and medicine. Discussion of automation was mainly concerned with the displacement of workers and with retraining, and he did not want to underestimate the importance of these aspects, the speaker said. But none of the modern industrial societies were producing the supply of highly trained manpower required to meet the demands of automation or technical advance.

That migration of professional workers had to be relied on as a means of making up the deficiency in the numbers of such people supplied by educational institutions was evidence of a considerable failure on the part of these institutions. The United States was the greatest net importer of this kind of manpower, and its annual import had been estimated to be equal to the output of several large universities. The higher the level of qualification required, the more the U.S. had to depend on external recruitment. Great Britain was an important source of supply, but considerable numbers came from other countries, such as the South American countries and Canada.

With regard to such importation from Canada and some other countries, Prof. Porter pointed out that there was a substantial amount of "leap-frogging," that is, the "re-export" of persons who had in the first place come from other countries.

In Britain, there had been much concern about the "brain drain," and the plundering of the industrial systems of Europe. But, in fact, it might be that Britain was itself a net importer of highly trained persons. There had been a loss of engineers and scientists, but there had been gains in such professions as medicine, nursing and teaching. For example, half of the junior hospital staff in Britain came from abroad.

Both France and Britain continued to benefit by their former position as colonial powers. France drew highly trained manpower from its former African colonies, and Britain from its former possessions—for example, Africa and India.

Inventories of manpower shortages that had been made, Prof. Porter said, indicated that every advanced nation faced a shortage of scientists for the indefinite future. The loss of PhDs and scientists from Britain to the U.S. amounted to between 15 and 20 per cent of the British annual output, and from a world point of view, there was evidence of the existence of an inadequate and in some respects a common pool of highly qualified professional manpower. In Britain, discussion centred around the loss of engineers and scientists, and this loss occurred partly because such professionals were not being used in British industry as they were in American industry.

Professional training of managers, the speaker pointed out, was almost non-existent in Britain. Professionalism of management was scarcely recognized, reliance being placed on the empirical acquisition of the necessary qualifications; and this lack of training for management was now being felt as a source of weakness. The educational system of Britain, although it had a high output in some professional fields, was deficient in other respects.

Labour force projections, made in an attempt to establish future needs, indicated not only that the shortage of engineers

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Wage Demands and Improved Productivity

There is no warrant for complaints about the "excessive demands of labour" during the past few years, says the Minister of Labour. But further increases of the same order will have to be accompanied by productivity and performance improvements.

LABOUR made substantial gains in wages in 1965 and 1966, but during these years it was in reality only regaining the share of industrial production that it had secured nine years earlier—in 1957, Hon. John R. Nicholson, Minister of Labour, said in addressing a conference of the National Business Press Editors Association, held in Ottawa in mid-January. Looking at things in this light, he could find no warrant for complaints about the "excessive demands of labour" during the past few years.

"Between 1961 and 1966, Canada increased her output by 35 per cent, increased the number of jobs by 18 per cent, cut unemployment to roughly 3.5 per cent of the labour force, and in 1966, we achieved almost full utilization of our existing industrial capacity," the Minister said.

But during the earlier years of this "economic leap," much of Canada's force of organized labour "was tied up in two- and three-year collective agreements. It was not until 1965 that labour was able, when re-negotiating these agreements, to press for what they considered an appropriate share of this massive new prosperity. Naturally, they had some—and in many instances a lot of—catching up to do after the recession years, when their share of the industrial product was in decline. . . .

"Perhaps I should point out that if Canadian labour's share of industrial product had maintained its 1957 level through the succeeding seven years, its income in 1964 would have been $650 million above what it actually was."

Mr. Nicholson further pointed out that, during this same period, 1957-64, labour costs per unit of production rose by less than 3 per cent, whereas corporate profits per unit rose by almost 18 per cent.

"But now we come to the beginning of the moment of truth—the past 18 months or so. By 1967, labour's share had risen to the point where further across-the-board wage advances began to meet strong resistance as a result of general economic pressures to maintain reasonable profit margins. The 1965-66 successes of the stronger unions, however, had set a goal for all others—organized or unorganized—since they felt themselves slipping back in the relative order of things. Average weekly wages and salaries continued to advance strongly during 1967, rising 6.5 per cent over the year ending last September.

"Due to modest increases in productivity and the profit cushion over the period, price increases were generally held to a minimum up until the past year or so, when a noticeable acceleration of increase on most items on the consumer price index has become all too obvious.

"We enter 1968, therefore, with many of the classic factors for inflation pushing hard—an almost totally committed productive capacity coupled with the outlook for a levelling off of new development capital, a labour force continuing to be employed at a relatively high level at a time when a series of major collective agreements are scheduled for re-negotiation, and when the majority of the labour force—essentially the unorganized—are still determined to catch up to those of their brethren who have already achieved substantial increases over the past two or three years."

A question therefore arises that must be answered, the Minister said. How can all parts of the Canadian labour force gain a fair share of the country's output "without undermining the nation's present delicately balanced prosperity and . . . its prospects for future growth in real terms?"

Two facts that now emerge are: first, the extent of wage and salary increases that the economy has been able to absorb during the past two or three years cannot be sustained much, if any longer without a marked improvement in productivity; and second, that this improvement will be difficult to achieve in the face of the almost complete employment of available resources.

Facing this difficulty calls for "a whole new environment of attitudes" on the part of labour, management and government, the speaker said. "Neither management nor unions can justify their actions simply through the repetition of sanctified economic and social generalizations from the past—generalizations that no longer apply, explanations that no longer explain. Their acceptance of new relationships with each other, coupled with new responsibilities to society, are critical to Canada's success as a nation."

The traditional way in which all parties pursued what appeared to them to be their immediate self-interest had served us reasonably well most of the time in the past, and "our bursting of the bonds of poverty was accomplished largely by giving market forces full rein during recent years within the confines of a system of impartial law protecting persons and property," Mr. Nicholson said.

This traditional method had helped us to emerge from "a state of semi-stagnation in the late 1950s . . . into one close to full employment. During 1965 and 1966, labour generally regained its previous losses in its share of output by following the traditional approach and pressing hard for what they contended were appropriate wage increases. The effects on prices of these sizeable wage gains have been tempered, however, not only by the relative modest gains in productivity that we have experienced, but also by appreciable reductions in the share of income secured by other factors of production.

"To improve our national productivity levels . . . we must all share in the responsibility—labour, management and government. Let no one be deceived that the solutions to our lagging productivity growth rate must, or should be found by management alone. We all, including labour and government, have our parts to play; and if labour has a right to claim its share of the benefits of past accomplishments, then labour will also have to share the blame if we fail to respond effectively to the challenges and opportunities for further productivity improvements.

"Nearly all our aspirations for a better tomorrow rest upon our ability to accelerate our rate of productivity improvement. Even without any further acceleration in wages and salary increases, labour cost per unit of output will rise, resulting in an upward pressure on price levels, unless our productivity rate rises much more rapidly than in the immediate past.

"Higher prices can seriously threaten our country's capacity to compete effectively with imports in our domestic markets and with exports in our foreign markets . . . As an exporting nation, Canada's central problem is a price problem. Over the past two years, our prices, in my opinion, have risen much too rapidly. The consumer price index rose at a rate of about 4 per cent during the last year. At the same time, fortunately, there has been a continued expansion of employment, now about 3 per cent above the previous year.

"Because our labour force has continued to grow and is still growing rapidly, the relative increase in the unemployment rate, to about 4½ per cent from approximately 3½ per cent the previous year, may appear moderate. But clearly, we must look for ways to bring that unemployment rate down again. At the same time, we must keep our price levels reasonably stable, by which I mean that we should aim to prevent average annual increases from rising above the 1.4- to 2-per-cent range suggested by the Economic Council of Canada as a goal for reasonable price stability.

"This will require some reduction in the size of wage increases, as well as an improved rate of productivity growth. All those involved in the collective bargaining system should devote increasing attention to this problem. Canadian workers, who have obtained substantial wage and salary increases over the past few years, will inevitably find that further increases of the same order will become increasingly difficult to obtain unless they are accompanied by productivity and performance improvements."

Mr. Nicholson said that in several industries, unions and managements had begun to bring their "productivity problems" to the bargaining table, and he hoped that this practice would become more widespread, although he knew that in many industries management still regarded decisions about changes that affected productivity as their exclusive prerogative.

"In the face of the new realities, however, I believe most sincerely that there is an urgent need for such managerial attitudes to change, if Canada is to avoid serious strife and disastrous consequences for our whole economy. Our present circumstances in my view compel major changes and adaptations in our collective bargaining systems . . . ."

If the workers were to accept the proposition that their wage gains in future must depend largely on general gains in productivity, then it was incumbent on management to give unions a say in the introduction of changes designed to bring about greater productivity. "Wage bargaining must be joined with productivity bargaining," the Minister said.

Going on to speak of the part that governments should play in promoting economic expansion, he referred to tariff reductions made under the Kennedy Round. These reductions were bound to present problems of adjustment for many businesses, unions and communities, he said. The federal Government had made arrangements for assisting industries adversely affected, and the Department of Labour stood ready to help in labour relations matters and in short-term displacements of labour in certain cases.

The tariff reductions granted by other countries should provide great opportunities for many Canadian firms and industries, but it would not be in the public interest for such firms and industries to keep to themselves all the benefits of this trade expansion and gain in productivity.

"The public interest most certainly requires that such benefits be shared not only with the workers in the form of improved wages and salaries, but also that they be shared with the consumers in the form of reduced prices," Mr. Nicholson said.

For years to come, in some parts of the economy, wages and prices would certainly be unduly depressed, and here increases could be justified by the right of these sections to share in the general prosperity. Conversely, price stability and equitable distribution of income required reasonable price reductions in those industries that continue to enjoy unusually high gains in productivity and high levels of wages and prices. Although we wanted full employment and expanding production, this must be achieved without inflation, and this could be done only with the support of unions, business and other influential groups.

The Minister rejected the "widespread Canadian attitude that inflation is inevitable." But he said that the very existence of this idea would make price stability more difficult to attain. "I hope that forces already at work, the steps already taken by the federal Government and others are acting to dispel this illusion of the inevitability of inflation . . . Canadians can achieve price stability in a state of rapid economic advance, and thus lay the ground work for even greater rates of gain over the years to come . . . ."

The Department's Conciliation Officers

Dominion Wide photo

Fifteen industrial relations officers of the Conciliation and Arbitration Branch, Department of Labour, met in Ottawa recently to exchange views on new labour relations developments and negotiating techniques. Known unofficially as conciliation officers, their job is to bring labour and management together to help soothe turbulent employer-employee relations before they erupt into a strike. The men are located in eight centres across Canada: Ottawa, Vancouver, Winnipeg, Toronto, Montreal, Halifax, Fredericton and St. John's. Among the senior Department officials addressing the conference were: Deputy Minister George V. Haythorne, Assistant Deputy Minister (Bernard Wilson, Labour Relations) Assistant Deputy Minister (J. P. Després, Labour Standards and Benefits) and Dr. G. Schonning, former Director General, Research and Development. Guest speakers were: Prof. H. D. Woods, Dean, Faculty of Arts and Science, McGill University, and W. H. Dickie, Director, Conciliation Branch, Ontario Department of Labour. Seated, from left to right at the conference table are: C. E. Poirier, Montreal; D. H. Cameron, Vancouver; H. R. Pettigrove, Fredericton; W. J. Gillies, St. John's; D. S. Tysoe, Vancouver; D. T. Cochrane, Halifax; H. A. Fisher, Toronto; J. S. Gunn, Assistant Director, Ottawa; W. P. Kelly, Director, Ottawa; E. O. Pigeon, Ottawa; R. L. Fournier, Montreal; Kenneth Hulse, Toronto; G. R. Doucet, Montreal; T. Bruce McRae, Toronto; A. E. Koppel, Winnipeg; W. M. Dempster, Ottawa; and Clark Gilmour, Vancouver.

Department Appoints Regional Safety Officers

Eight regional safety officers have been appointed to administer the Canada Labour (Safety) Code, which went into effect on January 1, 1968 (L. G., Feb. 1967, p. 82).

The new officers will be responsible for setting up a system of inspection of workplaces and for ensuring that appropriate safety standards are applied in all industries under federal jurisdiction. They will also provide general advisory and professional services in industrial safety, carry out investigations, and promote safety education.

The federal Department of Labour will attempt to minimize the size of its industrial safety field staff by working out mutually satisfactory arrangements with experienced provincial officials to avoid duplication or overlapping of functions.

The Canada Labour (Safety) Code applies to industries or businesses connecting one province with another or another country, to undertakings that have been declared by Parliament to be for the general advantage of Canada, and to certain Crown corporations. It does not supersede safety provisions in other federal legislation. Therefore, it does not apply to the actual operation of ships, trains or aircraft, which are already covered by other Acts of Parliament.

The names of the safety officers, the regions they represent, and their business addresses are as follows:

Benjamin St. C. Langille, Nova Scotia, Sir John Thompson Building, 1256 Barrington St., Halifax; Stephen M. Bancroft, New Brunswick and Prince Edward Island, Federal Building, 633 Queen St., P.O. Box 235, Fredericton; Laureus Hudon, Quebec, Postal Station "B" Building, 685 Cathcart St., Montreal; Douglas R. Abbey, Ontario, 708 Arcade Building, 74 Victoria St., Toronto; Bertram H. Wilson, Manitoba, 700 Mall Centre Building, 491 Portage Ave., Winnipeg; Joseph P. Kot, Saskatchewan, Brent Building, 2505 – 11th Ave., Regina; John Duncan Holden, Alberta and the Northwest Territories, 2701 C.N. Tower, 1004 – 104th Ave., Edmonton; and Joseph W. Fraser, British Columbia and the Yukon, 407 Bank of Canada Building, 900 W. Hastings St., Vancouver.

50 Years Ago

From the Labour Gazette, April 1918

A report on workmen's compensation explained the law regarding employer's liability. Railwaymen in Great Britain worked long hours for small pay before and during the early part of World War I, according to a report prepared for a U.S. committee.

One of the defences that an employer might use against a claim by an employee who had been injured in the course of his employment was "the doctrine of the assumption of risk," according to the report of a commission appointed by the Government of New Brunswick to investigate workmen's compensation. The report was published verbatim in the LABOUR GAZETTE for April 1918.

This report explained the doctrine in question as one "wherein the employee was assumed to know the hazard upon which he entered, and therefore, by accepting money for his services, he contracted himself out of the liability by the employer.

"That, we think, is the common law doctrine," the report continued. "This, however, was modified by the passing in England of Lord Campbell's act, which was re-enacted in this province . . . The effect of this act was to vest in the heirs of the injured person the right of action against the employer. At common law, the right of action died with the death of the injured man; this statute gave the right to the injured man's heirs to proceed against the employer.

"There is, therefore, the common law right to consider, which we may discuss in this way: the liability of the employer to the employee, subject to the defences which we have suggested above, and enlarged by Lord Campbell's act." (Other defences besides the "doctrine of assumption of risk" were negligence on the part of the employee, and injury by the act of a fellow employee.)

The report went on to say that, in 1884, the common law doctrine of Germany had been altered or superseded by the passing of the Workmen's Compensation Act. Norway followed suit in 1887, and was followed "successively by nearly all the European nations as time went on. In point of fact, there are 46 nations or peoples in Europe and portions of the British Empire, as well as in South America, which have accepted the principle of workmen's compensation. . . . In America and Canada during the last seven years, about 40 acts have been passed which adopt the principle. . . ."

In enlarging on this, the report said in part, "The modern doctrine would seem to run in this wise, that the industry which has caused loss to the individual, whether it be that of life or otherwise, should pay the loss. Or practically that the statutory law should restore to the individual the loss occasioned by the industry itself. . . ."

Referring to another aspect of workmen's compensation, the report said, "It will probably be found to be true generally, that modern workmen's compensation costs more than the old plan of employer's liability, but on the other hand, it confers larger benefits upon the employee, while it relieves the employer of a heavy personal liability. . . . It has been found, broadly speaking, that the commissions have transacted the business at much less cost than the insurance companies. . . ."

Railway Wages in Britain

Even after a strike in 1911, there was little improvement in the wages of railwaymen in Great Britain between the settlement of the strike and the outbreak of war in 1914, and they continued to rank with the lowest in the country.

This statement was contained in an article in this journal on "Government Control of Railways in Great Britain in Relation to Railway Employees," which was based on two memoranda about government control of railways in Great Britain, prepared in the Library of Congress in Washington for the United States Committee on Interstate Commerce. The memoranda were prepared to show the effects of such control on the finances of the railways and on the position of railway employees.

Not only were the wages of railwaymen low, but their hours were long. To quote from this journal's article: "A Member of Parliament in 1907 declared that a 15½-hour day for firemen and an almost 16-hour day for engine drivers were still usual. In 1893, an act was passed authorizing the Board of Trade to investigate any complaints of railway employees as to unduly long hours of work, but it does not appear to have been effective in improving conditions.

"No direct attempt to regulate the wages of railwaymen was made by the Government, but in the settlement of the strike in 1911, it agreed 'that an increase in the cost of labour due to the improvement of conditions for the staff would be a valid justification for a reasonable general increase in charges.' In 1913, an act was passed establishing the principle that the financial burden of improvement in the condition of railway labour shall be borne by the shippers rather than by the shareholders. . . . .

"In 1907, a crisis arose through the refusal of the railway companies to consider certain demands made by the men for higher wages and shorter hours, and a general strike was only averted by the acceptance of a scheme of conciliation and arbitration proposed by Rt. Hon. David Lloyd George, at that time President of the Board of Trade." This scheme, in an amended form, was still in force when "trouble broke out again in 1911, the men declaring that the machinery of conciliation was being used by the companies to put them off and delay the settlement of their grievances. They presented an ultimatum to the companies to meet the union representatives in a discussion of wages, hours and other pressing questions.

"On the rejection of the ultimatum by the employers, a strike was declared and 200,000 men walked out. On the next day, August 19, Rt. Hon. David Lloyd George again successfully intervened by inducing the union leaders to agree to an inquiry into their grievances by a Royal Commission, and the strike was called off.

"The findings of the Commission, particularly with regard to recognition of the unions, were not acceptable to the men, and although some concessions were made, their dissatisfaction revived and caused serious difficulties to the companies and the Government after the outbreak of the war."

As soon as war was declared, the Government took over control of all the important railways of the country under the Regulation of the Force Act, 1871. After assuming control, the policy of the Government was "not to interfere with the conditions and terms of railway employment beyond what has been necessary in order to carry on the war. The Government, however, has taken some action in the matter of wages, conciliation schemes, etc., in order to prevent the crippling of the railway services through strikes." The Munitions of War Act, 1915, provided for compulsory arbitration for the prevention of strikes or lockouts.

The decrease in the supply of labour and the increase in traffic during the war

Continued on page 226

New agreement eases automation's effects

An agreement for reducing the size of railway yard crews, while at the same time ensuring that yardmen with seniority on or before December 15, 1967 would not be in any way adversely affected by the reduction, was signed by the Canadian Pacific Railway Company and the Brotherhood of Railroad Trainmen at the beginning of December.

The agreement, which took the form of an amendment to an article in the current agreement between the company and the brotherhood, goes farther than any previous compact in safeguarding employees against what might otherwise be the adverse effects of technological change. Moreover, it sets out the terms that may become the standard under which 2,000 yard service jobs are eliminated during the next five years or so. There are about 6,000 yard service jobs on all Canadian railways taken together.

Yard-switching crews engaged in sorting freight cars during the assembly and breaking up of trains have for years consisted of a foreman and two helpers. In certain yards, improved methods and equipment now make it possible for a foreman and one helper to do the work, and the plan is to reduce crews accordingly. This, however, is to be done by eliminating jobs only when workers are removed by resignation, retirement or death; or, in the words of the agreement, workers who are "removed from the active working list of yard foremen or yard helpers other than by layoff, discharge, or temporary promotion to yardmaster or non-scheduled position."

The company did not want to go any further than this, but the union objected that full protection of seniority rights would not be provided, since a senior man with a daytime job might be forced to change to a less desirable afternoon or night assignment.

When the dispute went to arbitration, the company contended that, under such circumstances, if senior yardmen were allowed to keep their preferred daytime jobs, they would be occupying unnecessary positions, while at the same time the company would be forced to hire new employees to fill assignments in which a man was really required.

"Such a requirement does not exist in any past settlement of such matters in the railway industry, nor to our knowledge has such a requirement been placed upon any industry in Canada," the CPR said in a brief.

The union's lawyer based the trainmen's case on the report of a conciliation board, issued last year, which said that reduction in the size of crews should be arranged with "no distress to the work force." Forcing men in preferred daytime jobs to take afternoon or night shifts would be a breach of this principle, he said; and the company finally agreed to observe these seniority rights, in spite of the fact that a precedent would be set that would affect agreements with other lines.

Photo Features Ltd. photo

Bryce Mackasey

Bryce Mackasey appointed Acting Minister of Labour

Bryce Stuart Mackasey, Member of Parliament for Verdun, and Parliamentary Secretary to the Minister of Labour since January 1966, was brought into the federal Cabinet as Minister without Portfolio on February 9. The new minister immediately became acting Minister of Labour in the absence of Hon. John R. Nicholson, who had gone to India as head of the Canadian delegation to a conference on trade development, sponsored by the United Nations, in New Delhi.

Mr. Mackasey was first elected to the House of Commons in June 1962. He was appointed Parliamentary Secretary to the Minister of National Health and Welfare in July 1965. He was a delegate to the United Nations in 1963, represented Canada in 1965 on a visit to the Republic of China, and represented Canada in 1966 on a delegation to Poland. He was born in Quebec City and is bilingual.

Productivity bonus introduced at Canadair

A trend-setting bonus system has been established for employees of Canadair Ltd. A productivity clause has been developed and included in the new collective agreement between Canadair Ltd. and Montreal Aircraft Lodge 712 of the International Association of Machinists and Aerospace Workers. The agreement became effective on March 1, 1968.

The two groups believe that they have achieved a satisfactory breakthrough in the area of bonus payments. Unlike conventional incentive bonuses for piecework, which lower worker morale and often lead to bottlenecks in production lines, the productivity plan seeks to raise uniformly the production output of the company. It is applied to total shop production rather than to the productivity of the individual workers or departments.

The new plan is designed to avoid work interruptions and to encourage workers to play a role in the company's drive for greater productivity. The productivity improvement plan is based on an index formula derived from the production schedule. The bonus will pay up to 12 cents an hour for all hourly-rated employees for time actually worked. The amount of payment will depend upon how well the rate of actual production meets the scheduled production standard.

The productivity improvement plan bonus will be paid from the savings to be realized from the reduction of the amount of work required to be redone. The plan is expected to make workers more schedule conscious, and to reduce costly slowdowns in production that result when the tight production schedule is delayed through a breakdown of the sequential and interrelated operations.

Nurses convention to discuss collective bargaining

A panel discussion on "Collective Bargaining for Nurses in Canada," will be one of the highlights of the 34th Biennial Convention of the Canadian Nurses' Association, which will be held from July 8 to 12 at the Saskatoon Centennial Auditorium, Saskatoon.

Hon. Allan J. MacEachen, Minister of National Health and Welfare, has been invited to discuss the implications of Medicare on July 8.

Department appointments to accident prevention

William Allan Martin has been appointed Chief of the Accident Prevention Division, Accident Prevention and Compensation Branch, Canada Department of Labour.

Born in Saskatchewan, and a graduate in chemical engineering from the University of Alberta, Mr. Martin began his career with Canadian Industries Limited in 1947. In 1957, he was appointed head of the dangerous commodities section of the Canadian Transport Commission. As head of the section, he was responsible for the development and administration of regulations pertaining to the safe rail transportation of explosives, compressed gases, flammable liquids, radioactive materials and other dangerous commodities.

In his new position, Mr. Martin will be assisted by a staff of 48 persons, 11 of whom will be professional engineers.

Bernard A. Inshaw, Ottawa, has been appointed to supervise the Division's educational services. Born in England, Mr. Inshaw was Special Assistant to the Director-General of the Royal Society for the Prevention of Accidents in Britain, before coming to Canada in the latter part of 1966.

He was awarded the silver medal of the Institut National de Sécurité in recognition of his services in the prevention of industrial accidents and diseases, and the silver medal of the City of Paris for his work in the social services.

W. A. Martin

Charles Edward Lowthian of Appleton, Ont., has been appointed to take charge of the division's technical services. Prior to joining the Department, he served as a staffing officer in the Public Service Commission. He holds a Bachelor of Science Degree in Civil Engineering from Carleton University, Ottawa.

Parliament

Bill C-197 to amend the Unemployment Insurance Act to increase the coverage provided by the Act, to establish a new schedule of contributions to be paid by employers on behalf of employees covered by the Act, and to establish a new schedule of benefits corresponding to the new schedule of contributions, was introduced by the Minister of Labour on January 23 and given first reading (*Hansard* p. 5846).

Consumer Affairs appoints new director

Miss Eleanor Ordway has been appointed Director of Consumer Service and Information in the newly formed Department of Consumer and Corporate Affairs.

After holding a position in the federal Government's food and drug laboratories Miss Ordway was appointed assistant to the Director of Food and Drugs in 1945, and in 1957 she was made head of the Consumer Division of the Directorate. Later, she was appointed secretary to the Advisory Council of Consumers, established by the government in 1964.

Seafarers' International Union of Canada re-admitted to the CLC

The executive council of the Canadian Labour Congress voted in the middle of February to re-admit the Seafarers' International Union of Canada to membership in the Congress.

The decision by the CLC's 21-member body was in accordance with a recommendation from the executive committee, the eight-man inner cabinet of the Congress. That recommendation followed a conference with leaders of the SIU in Ottawa toward the end of January.

Besides re-admitting the SIU, which represents ordinary seamen on coastal and inland vessels, the Congress agreed also to accept as an affiliate the Canadian Marine Officers' Union, a section of the SIU that is composed of officers on the same vessels.

The SIU was expelled from the Congress in 1959 after it had refused to stop a raid on the National Association of Marine Engineers, an affiliate of the CLC, and the expulsion was confirmed at the 1960 CLC convention. The expulsion came as a climax to the one-man rule of Harold Banks, then president of the SIU, who was removed from his post in 1964 by the Board of Trustees of the Maritime Transportation Unions (L. G. 1964, p. 260). After the removal of Hal Banks, Leonard McLaughlin, his chief lieutenant, was elected president in December 1964 in a vote supervised by the trustees (L. G. 1965, p. 815).

The 1966 CLC convention in Winnipeg reversed an earlier decision that the SIU would not be re-admitted without the approval of a full convention (L. G. 1966, p. 282). The convention adopted a resolution empowering the executive council to re-admit the SIU at its discretion.

Announcing the decision of the executive council, the CLC's Acting President Donald MacDonald said, "As a condition of re-affiliation of the SIU and affiliation of the CMOU, the international and Canadian officers have signed an undertaking which states that they will abide fully by the constitution and the principles and policies of the Canadian Labour Congress. They recognize that no affiliate of the Congress has exclusive jurisdiction in this field. They have also made a commitment that no former member or former officer of the Canadian affiliate can exercise influence over its policies and actions."

Mr. MacDonald also said that the CLC would appoint a special liaison committee, with which the SIU has agreed to co-operate "with regard to any matters that may arise." He added that the organization of all marine officers in one union had been recognized as a desirable objective and that steps had been taken to accomplish this.

"The public board of appeals is to continue to be available to the SIU members, and the organization has expressed a willingness to co-operate in the establishment of port councils under CLC jurisdiction should a decision be reached to organize such councils," Mr. MacDonald said.

Both the Seafarers' International Union of Canada and the Canadian Marine Officers' Union will now be entitled to send delegates to the CLC's biennial convention, to be held in Toronto from May 6 to 10.

Wages and Salaries in Canada

Since World War II

Relative differences in hourly earnings in manufacturing industry groups became more pronounced between 1949 and 1965. Most of the manufacturing industries with hourly earnings below the all-manufacturing average in 1949 were even more below average by 1965, and those above average in 1949 had improved their advantage by 1965.

These and other findings have been drawn from a recent study concerning the behaviour of Canadian wages and salaries during the postwar period, conducted by the Economics and Research Branch of the Department of Labour.

The study examined the wage and salary behaviour in 1965, and then depicted the trend developing from previous years, mostly since 1949. The report of the study contains many charts and tables to represent graphically the differential of labour earning increases by industry, region and occupation. Some of the charts are reproduced below.

Other aspects of wage behaviour are also illustrated. These include:

- a comparison of the labour share of net domestic product with the shares going to investors and unincorporated business;
- a comparison of trends in money wages and real wages (that is, money wages discounted for rising consumer prices);
- a comparison of hourly wage trends in manufacturing with trends in production and man-hour productivity; and
- the trend in major collectively bargained wage settlements.

Comparison of wages and salaries with other economic variables has been kept to a minimum in this report, because the charts are not meant to suggest any cause-effect relationship between wages and non-wage factors. The report includes, however, references to more detailed and up-to-date information to be found in other sources.

Chart 1A

Paid to Employees in the Sectors of the Economy and in Agriculture, 1949 to 1965

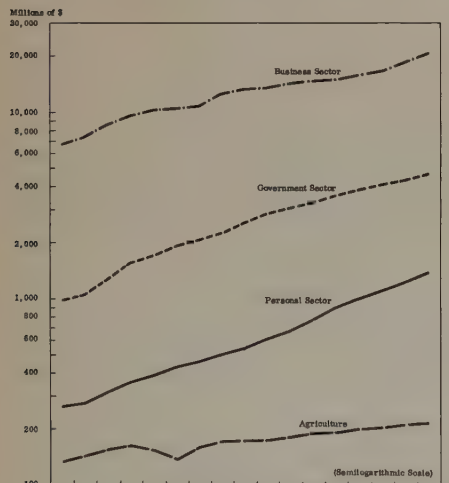
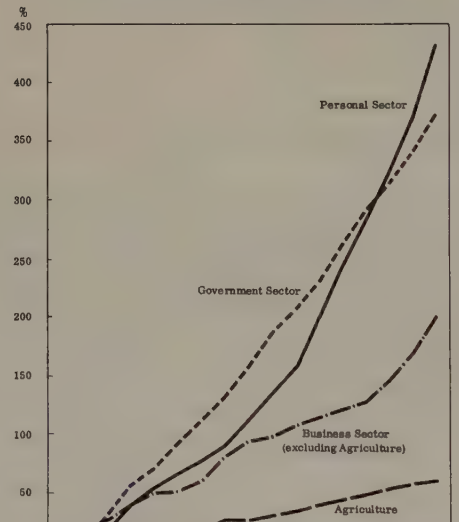


Chart 1B

Rates of Growth, 1949 to 1965



Labour income is the sum of all wages, salaries and supplementary labour income paid each year to employees in each sector and in agriculture. "Employees" are all people who are employed by a person or organization including everyone from the labourer to the highest official.

The personal sector includes all people and private organizations not established for the purpose of making a gain, such as charitable institutions, municipal hospitals, and universities; wages paid to domestic help are included in this sector.

The business sector includes all transactors operating for gain, including corporations, unincorporated business enterprises, government business enterprises, and independent professional practitioners.

The government sector includes all general government departments and agencies—federal, provincial and municipal—that are noncommercial in nature. Labour income in agriculture constitutes wages and salaries to people employed on a farm. Most farm income is reported as "Net income received by farm operators from farm production" and is not shown in above table.

In the government sector military pay and allowances are added to wages, salaries and supplementary labour income.

Labour Income

Canadian labour income exceeded $8.[illegible] billion in 1949, distributed through the national economy as shown in Charts 1A and 1B, and $26.6 billion in 1965. Labour income was largest in the business sector; in 1949 it was almost seven times greater than the government sector but by 1965, it was only four times greater. The greatest growth however, occurred in the personnel sector, followed closely by that of government.

Distribution of Income

More than 60 per cent of the proceeds of the business sector has been paid out as income from gainful employment, that is, labour income. Another 25 per cent has gone to investors, and the remainder, about 15 per cent, to unincorporated business, or privately owned small business firms and self-employed people such as most doctors and dentists.

The shares of this distribution have fluctuated within a rather narrow margin during the postwar period. The labour share ranged from a low of 62.2 per cent in 1950 to a high of 65.8 per cent in 1957. The investment share grew from 23.0 per cent in 1949 to 27.2 per cent in 1965, while the small business share decreased from a high of 13.2 per cent in 1949 to a low of 9.1 per cent in 1965. The only apparent trend in these series has been

a decline in the share going to unincorporated business.

Wages, Production and Productivity

Manufacturing production, as shown in Chart 2, has closely followed the trend in the business cycle. The major declines, except for one in 1951, occurred during a business downturn (shaded areas on chart), which is, in fact, a major characteristic of downturns.

More than half the 1949-1966 production growth took place in the last third of that period. After a substantial rise in 1951, money wages (average hourly earnings in current dollars) increased at a rather even rate from the start of 1952 to the end of 1963, with only a slight slowing down in the second half of the 1953-54 and 1957-58 recessions, and the first half of the 1960-61 recession.

The rate of increase of money wages has accelerated since the beginning of 1964, but real earnings (or money earnings discounted for the rise in consumer prices) have risen at a rather even rate. This means that the recent three-year spurt in money wages has been largely offset by a speed-up in the rise of consumer prices. After a virtually unchanging rate of increase in manufacturing output for each man-hour from 1960 to 1964 (annual averages), the rate increased further between 1964 and 1965.

Because man-hour productivity increased about 77 per cent between 1949 and 1965, while production increased 131 per cent, the heightened output called for greater manufacturing employment, which in fact rose about 30 per cent.

Current Picture, by Industry

Labour income varies by industry, region, occupation, size of firm or establishment and other factors, and by combination of these factors. Variation by industry is illustrated in Chart 3.

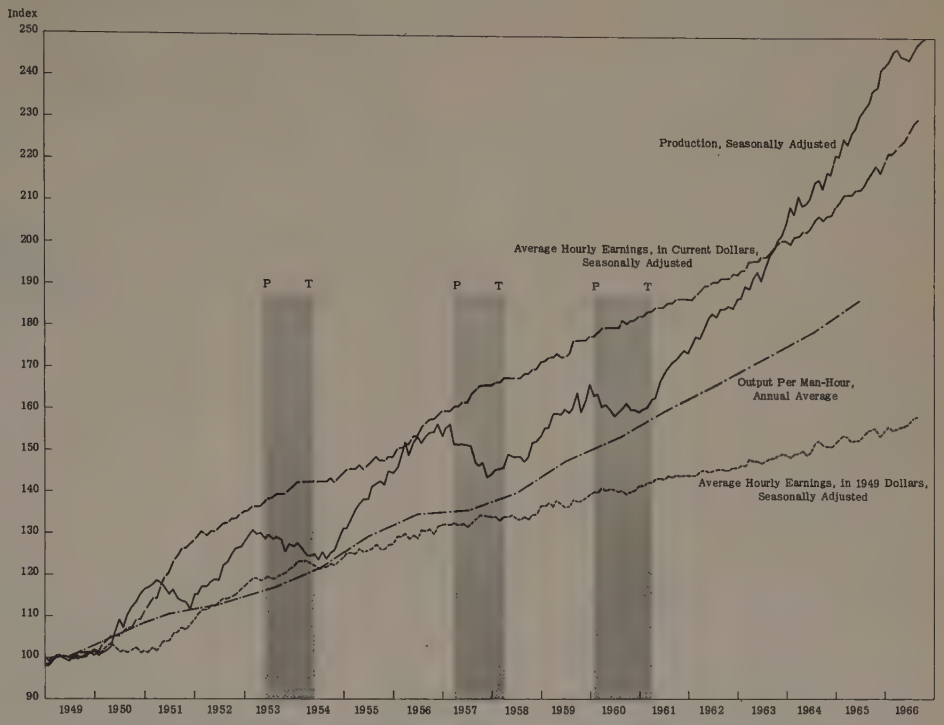
In weekly wages and salaries, the mining industry ranked highest in 1965 among the major industry groups. The service industries (including recreational services, accounting, advertising and other services to business; and such personal services as laundries, dry cleaners, hotels and restaurants) were lowest.

There was a difference of $47 a week between services at $65 and mining at $112. The latter was 22 per cent above the all-industry average, the former was 29 per cent below. Public utilities virtually shared top rank with mining, with a difference of less than 50 cents in weekly earnings. Manufacturing industries and financial institutions were closest to the all-industry average.

Chart 4 illustrates the wage and salary trends found in 17 manufacturing industries. Hourly wages were below average in six manufacturing industries in

Chart 2

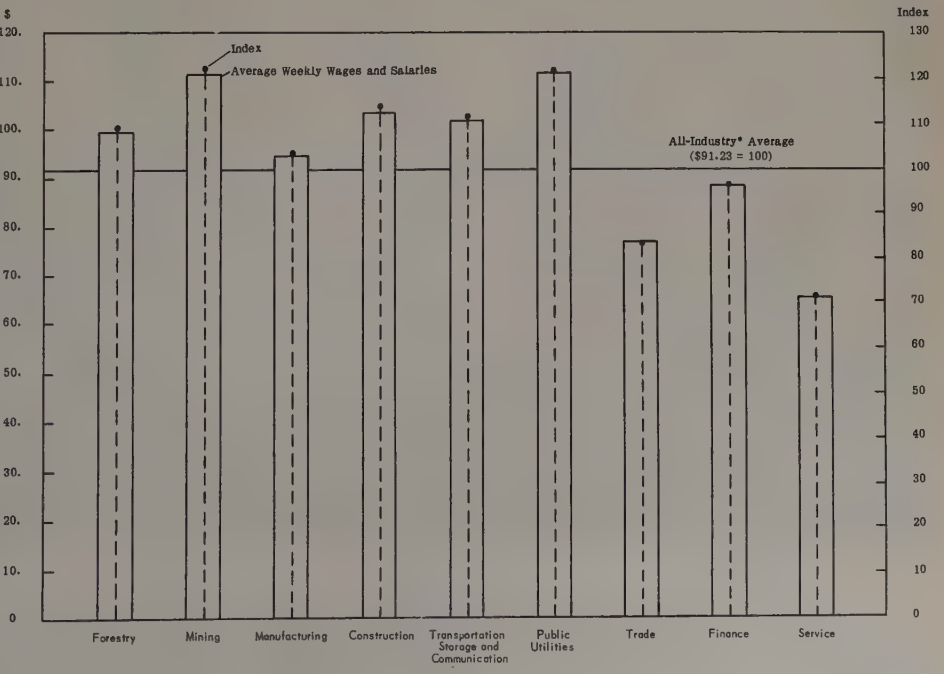
Wages, Production and Productivity, All Manufacturing, 1949 to 1966 (Indexes, 1949=100)*



*All indexes are by months, except the output per man-hour indexes, which are annual averages. The shaded areas denote recessions, and the letters P and T denote peaks and troughs in the short-term Canadian business cycle.

Chart 3

Weekly Wages and Salaries, Major Industries, 1965



*"All industry" means here a composite of the major industries covered; the chief industries excluded are fishing and trapping, and public administration and defence.

1949, above average in eight, and right on the line in one—chemical products. The 1949 data were lacking for one—miscellaneous manufacturing.

By 1965, two industries, tobacco products and non-metallic mineral products, had moved from a below-average to an above-average position; chemical products had moved from average to above average; and electrical apparatus had moved from above average to slightly below.

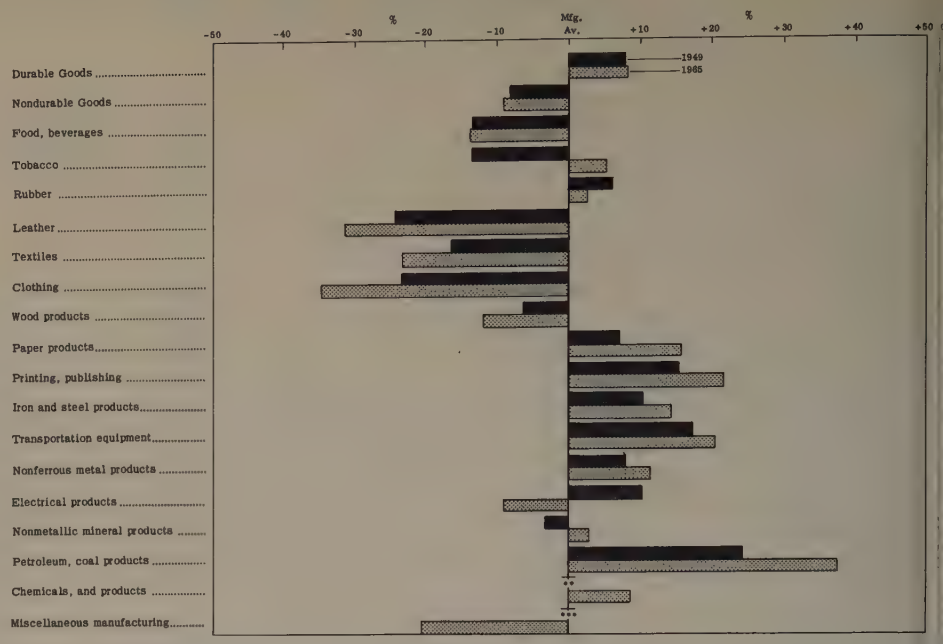
Four of the below-average industries, however, were even more below average by 1965; another, food and beverages, hardly changed. Six of the above-average industries showed a further advantage by 1965, as the wage and salary disparity between manufacturing industries became more pronounced.

The study also covers regional wage differences and the influence of employment distribution on them, skill differentials, professional and executive salaries, and negotiated wage increases.

The complete report of the study, which includes many more charts and tables than have been reproduced here, is available free from the Wages Research Division, Economics and Research Branch Canada Department of Labour, Ottawa.

Chart 4

Structure* of Hourly Wages, Manufacturing Industries, 1949 and 1965



*The relation of average hourly earnings, in individual manufacturing industries, to the all-manufacturing average, expressed as percentage above or below that average; shown for 1949 and 1965.

**Chemical earnings in 1949 were the same as manufacturing.

***1949 data not available for this industry.

Two Centuries of Service

NFB photo

Almost two centuries of service were represented at a recent function held in the Sir Wilfrid Laurier Building in Ottawa honouring Department of Labour employees having 25 years or more of service. Hon. J. R. Nicholson presented pins to 134 employees. Flanking the Minister from left to right: J. U. Curtis, Economics and Research; P. R. Parent, Financial and Management Services; G. A. S. Clynick, Personnel Administration; the Minister; Gilbert Seguin, Labour-Management Consultation Branch; J. S. Gunn, Conciliation and Arbitration Branch; and C. V. Martin, Public Relations and Information Services.

Canadian Construction Association — 50th Annual Meeting

Highlight of the conference was the presentation by H. Carl Goldenberg, Q.C., of his report on the Canadian Inquiry on Construction Labour Relations. A.W. Purdy, Calgary, was named CCA President for 1968-69.

The 50th annual meeting of the Canadian Construction Association drew about 400 delegates representing more than 100 associate construction firms across Canada to celebrate the CCA's golden anniversary. The convention was held in January at Ottawa, where the Association was founded in 1918.

The main topic discussed at the convention was labour relations in the Canadian construction industry, and the use of long-term plans to achieve stable growth in the construction program.

Industrial relations specialist H. Carl Goldenberg, Q.C., opened the discussions by reading his report on the "Canadian Inquiry on Construction Labour Relations" below. In it, he and his steering committee made 20 recommendations to the CCA to promote stability in construction programs through job security for workers, and to urge governments and other parties to establish a Canadian system of appeals concerning jurisdictional disputes.

Dr. R. F. Legget, National Research Council, presented a report on business trends in the construction industry. Canada has the highest rate of construction per capita in the world, he said, and it is increasing.

The greatest increase of use of construction materials is in concrete, a tendency Dr. Legget attributed to innovations in the use of the precast variety. He predicted no basic changes in proportions of the use of building materials, and said that he did not foresee any breakthrough in technology. There will likely be, however, continued increased use of concrete, and continued trends toward the use of prefabricated materials in industrialized housing projects.

His cost-motion study of housing showed that 75 per cent of the cost of a house is spent on materials used in its construction, and 25 per cent on labour at the site.

Dr. Legget called for more attention to be paid to management problems in the construction industry, and to jurisdictional disputes.

On the subject of jurisdictional disputes, Abbé Gérard Dion, Laval University, remarked that the present type of union organization by crafts is surely one of the factors contributing to the spread of such disputes.

After 12 years, he pointed out, the Canadian Labour Congress still hasn't set up a building and construction trades department similar to the one within the AFL-CIO, which has the power to issue charters to local and regional councils.

"The prevention of jurisdictional disputes is basically a problem of education," Abbé Dion noted. He recommended that provincial and local building con-

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Labour Relations in the Construction Industry

A report dealing with "The Canadian Inquiry on Construction Labour Relations" was the focal point of the 50th annual meeting of the Canadian Construction Association, held in Ottawa in January. The program outlined in the report was aimed at achieving more labour peace in the long-troubled construction industry.

The inquiry was the centennial project of the CCA, and took two years to complete, at an estimated cost of more than $100,000. H. Carl Goldenberg, Q.C., a Montreal labour relations specialist, acted as chairman of a small steering committee, representing management and trade unions, to guide the studies. Professor John Crispo, Director, Centre for Industrial Relations, University of Toronto, was the Inquiry Research Director.

Provincial Labour Legislation

The report dealt with industrial relations problems created by irregularity of employment in the industry. Labour relations in the industry are affected by the diversity and instability of the construction market, Mr. Goldenberg said. Specialization, which is reflected in the organization of the work force by crafts, creates the need for an available pool of skilled labour. This is usually difficult to maintain because job opportunities vary a great deal, both seasonally and geographically, and there is a high turnover of workers as they move from job to job, he explained.

With these characteristics in mind, Mr. Goldenberg found that labour relations legislation of general application was not appropriate to the requirements of the construction industry.

The report stressed that special legislative and administrative provisions for the construction industry should be adopted in all provinces. Mr. Goldenberg pointed out that the Ontario Labour Relations Act contains a special section governing the construction industry. There is also a Construction Industry Division of the

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tractor associations and building and construction trade councils hold regular joint conferences.

"A study of a large number of cases where work stoppages resulted from jurisdictional disputes revealed that, quite often, the trouble started when the employer failed to make a work assignment, or did not make it in accordance with local practice. Local or regional contractor associations, which are or should be in constant touch with their memberships, can enlighten and educate them and even take action against those who do not co-operate. As a special service, they should inform and advise their members on work assignment problems. Larger firms should keep a file for each case in which they have been involved."

Industry-Wide Bargaining

The nature of the construction industry requires collective bargaining on an industry-wide basis with a multiplicity of employers and unions in each region, he told the delegates. The decree system of Quebec, which comprises a set of provisions that contribute to order while providing for an enforcement procedure, is useful in bringing the parties together to iron out their differences and misunderstandings regarding the division of work among various labour groups on a project.

The decree system is applicable to all employers and wage earners in a region; it defines trades; it qualifies tradesmen through issuance of competency cards; and it provides for joint committees to supervise its application, he said.

Abbé Dion concluded his talk by recommending that, because the construction industry falls mainly under the jurisdiction of the provinces, it would be necessary to establish his proposed joint commissions at the provincial level. The settlement of jurisdictional disputes should be made under private initiative, supported by legislation, and in a Canadian forum in order to obviate recourse to U.S. agencies.

Stable Growth

The topic, "How to Achieve Stable Growth in the Construction Program," was discussed by Dr. Arthur Smith, Chairman, Economic Council of Canada; Hon. G. J. McIlraith, Minister of Public Works; and A. B. Hockin, Assistant Deputy Minister of Finance.

Dr. Smith told the delegates that Canada has an unusually capital-intensive economy, so that the risks and dangers of large swings in construction activity may be greater and more dislocating than in many other industrial nations.

Therefore, a policy of creating the smooth growth of needed social capital spending by governments, especially in construction, should have compelling priority in creating a stable economy, he said. Dr. Smith emphasized that the priority should not be set aside easily, either through greatly accelerated government investment in times of buoyantly expanding government revenues or through substantial postponement of new investment projects in times of general constraint in government expenditures.

It is the Council's view that monetary and fiscal policies should be aimed toward the achievement of stable growth in total final demand over the medium-term future. "This implies that these policies should be formulated with greater attention to medium- and longer-term considerations and needs in the economy," he said.

Because housing responds quickly to government fiscal and monetary policies it has come to be viewed as a major economic regulator. If Canada fails to make adequate progress in capital investment in the next year, Dr. Smith warned, it will face a small construction boom by 1969 and 1970, with disruptive effects on the economy.

Expenditure Planning

Mr. McIlraith emphasized that planning for administration of public expenditures must always, in the final analysis, be subject to the dictates of the elected representatives. He said that a plan is an aid to effective government, but "we cannot allow the planners to take over the function of governing."

The Minister described the five-year projections for departmental estimates that Treasury Board uses to set priorities for projects. He pointed out that the Department of Public Works, as the Government's agency responsible for construction of government facilities and programs, does not perform a control function over expenditures.

Nevertheless, he added, the Department must begin 20 or 30 years ahead to plan development programs. "This is why long-term planning at the highest level is necessary, not merely to stabilize programs over the years, but to enable us to estimate our future cost with a view to determining where we should expand and where we should contract our programs. It is, therefore, the overall program that has to be the lever in stabilizing the economy."

Fiscal Policy

Mr. Hockin explained to the meeting the impact of fiscal and monetary policy on the construction industry, which comprises 20 per cent of Canada's Gross National Product.

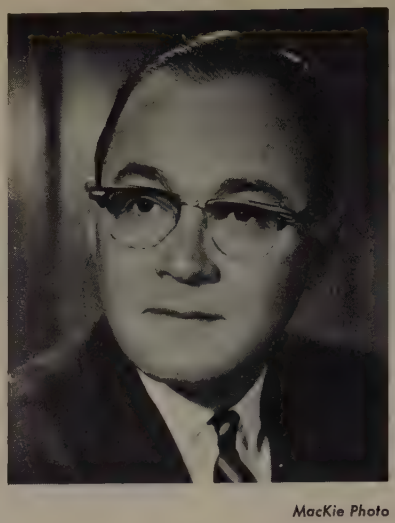
The objective of government policy is to achieve steady growth of the entire economy. The limitations on the ability to achieve this include external forces, such as supply in export markets, forces of technological or special developments, and forces of demographic changes.

He emphasized that, in the absence of appropriate fiscal and monetary policies, the impact of subsequent economic disturbances could well be infinitely worse than the impact effect of policy. In this regard, policies affecting the construction industry must be considered together with other sectors of the entire economy.

Panel Discussion

The third general session heard a panel discussion, which commented on the recommendations of the report presented by Mr. Goldenberg. The moderator was Dr. John Crispo, Director, Centre for Industrial Relations, Toronto University,

New President



MacKie Photo

A. W. Purdy

The chief officers of the CCA for 1968 were announced at the convention. The President is A. W. Purdy, Vice President, Western Canada Division, Canada Cement Co.

Immediate Past President is Peter D. Dalton, President of Dalton Engineering & Construction Co. Ltd. The two National Vice Presidents are Mark Stein, Magil Construction Ltd., representing the eastern wing of the CCA, and R. G. Saunders, Smith Bros. & Wilson Ltd., representing the west.

Honorary Secretary is Felix Guibert, Bedard-Girard Ltd.; and the Honorary Treasurer is G. R. Preston, Preston & Lieff Glass Ltd.

who is the Inquiry Research Director.

William Ladyman, international representative for the International Brotherhood of Electrical Workers, was critical of the recommendations concerning jurisdictional disputes. Jurisdiction of union groups in construction projects is not the basic problem, he said. These disputes come about as a result of the instability in the industry.

Labour and management parties must settle their differences and discipline their members. This cannot be done with legislation, he predicted. One national board, rather than 10 provincial boards, as recommended in the Goldenberg report, must evolve through the co-operation of labour and management, and not through legislation.

Unalterable Attitudes

Charles Rathgeb of Toronto, head of Canadian Comstock Company Ltd., told the delegates that contractors won't change their attitudes. They are too individualistic when it comes to collective bargaining negotiations, and often break ranks to make agreements with unions. On the labour side, traditional bargaining procedures have broken down because the men aren't necessarily without work when strikes ensue, he said. The result is that the contractors may be hit economically, but not the workers.

Mr. Rathgeb suggested that the representatives give the recommendation concerning the establishment of employers accreditation associations an honest try. He doubted that this scheme could be implemented without legislation.

Roger Belanger, United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, insisted that the existing system of negotiations can handle the problems of jurisdictional disputes. The decree system in Quebec has proved its usefulness.

He objected, however, to multi-trade bargaining for all crafts in the construction industry, except for those with similar interests. He suggested that this could be handled through local boards, with appeal to the National Labour Relations Board.

President's Address

In his presidential address, Peter D. Dalton remarked, "There seems to be in the construction industry so many individualistic tendencies that many of its members appear to be unaware of the profound changes that are taking place and will continue to take place at an even greater pace." He stressed that the members of the CCA must work together with common principles and purposes, so that the whole may be stronger than the sum of its parts.

He called for:

- implementation of the recommendations of the Canadian Inquiry into Construction Labour Relations, headed by Mr. Goldenberg and Dr. Crispo;
- strengthening of all construction associations by methods that will ensure complete co-operation and communication at all levels;
- adequate financing of these associations so that continued and additional progress may be possible in all association activities directed toward improving the services to its members; and
- establishment of an "Industry Development Fund" to be directed toward exploring ways and means of improving the construction industry for the benefit of the general public.

Labour Relations in the Construction Industry

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Ontario Labour Relations Board. Similar measures should be adopted in the other provinces, he said.

Construction labour relations fall primarily within the jurisdiction of the provinces, the report observed. Therefore, the construction industry should seek substantial uniformity in the basic provisions in the labour relations statutes under provincial jurisdiction.

Regulation of Demand

The provincial and federal Governments of Canada, being the largest customers of the construction industry, exert great influence upon the cyclical fluctuations of the market. The irregular rate of growth in the demand for the industry's products is an underlying cause of inflationary pressures during an economic upturn, the report observed.

Because of this, the Governments should seek to regulate the rate of growth in demands by co-ordinating and scheduling public construction expenditures on a long-range program.

An even rate of growth would ensure stability in the industry, Mr. Goldenberg said. Proper planning requires detailed statistical information. The Governments should undertake analysis of factual information concerning the construction industry in order to formulate long-range planning by maintaining adequate research facilities.

Technological Change

The inquiry investigated labour and management attitudes to technological progress and change. The report noted that most contractors have little or no responsibility toward workers who are seeking regular employment or income. Technological progress is often hampered when workers cling rigidly to trade and craft demarcation lines.

Advances in technology, then, will depend upon the industry's ability to innovate measures to protect the individual worker's employment and income opportunities while technological changes are being introduced. The report recommended that successful methods used in other industries to meet this challenge be studied and adapted to the construction industry. Suggested means of assistance included government manpower training and relocation programs.

Technological change can also lead to disputes between trade unions when workers seek to protect craft jurisdiction in the face of such change. Because of high job turnover and low job security, the unions try to seek more security for their members.

The inquiry investigated methods of voluntary adjustment of jurisdictional disputes. The United States National Labour Relations Board and the decree system in Quebec were studied.

Basing its findings on these models, the report made the following recommendations:

- labour and management should establish appropriate machinery in Canada for the settlement of jurisdictional disputes;
- other jurisdictions in Canada should follow the Ontario example by designating the provincial labour relations board as the ultimate authority for the determination of disputes when the parties fail to reach voluntary settlement;
- the building trades unions should give serious consideration to a Canadian counterpart of the AFL-CIO Building Trades Department in the U.S., which

could deal with the realignment of union forces, and merger of unions with overlapping jurisdictions;

• the construction industry should give serious consideration to the decree system under the Collective Agreement Act of Quebec as an efficient means for administering construction wage standards, encouraging multi-trade and zonal bargaining, eliminating exploitation of labour, and, by agreement on definition of trades, serving to eliminate jurisdictional disputes.

Multi-trade Negotiations

Collective bargaining between individual unions and associations of contractors on a trade-by-trade basis tends to be harmful to the industrial relations pattern in the country, the report said. This system leads to constant jockeying on the part of the individual unions for a better position in collective bargaining negotiations. The fear of union leaders of accepting early settlement when other unions are gaining more of their demands causes labour unrest.

The report noted that multi-trade negotiations remain confined for the most part to the basic trades, to small groups of unions in particular sectors of the industry, and to major projects. This situation continues in spite of evidence of improved relations that emerge wherever multi-trade bargaining is introduced.

The inquiry committee recommended that every effort be made by the parties in the construction industry to encourage multi-trade and multi-party bargaining. To this end, it proposed that consideration be given to a statutory provision for the certification of councils of trade unions on the basis of the wishes of the majority of the workers involved, so that their wishes would prevail over those of individual groups of tradesmen or the unions claiming jurisdiction over them.

Contractor Associations

The inquiry committee found that contractor associations have not generally proven to be the effective negotiating agent for their members that was envisaged when they accepted the responsibility. The committee suggested that, because the construction industry is one of the last refuges of the free-wheeling entrepreneur, individualism is still a marked characteristic of many contractors.

This individualism is desirable in some ways, Mr. Goldenberg agreed, but it also produces adverse effects. It may contribute to the absence of a feeling of any continuing obligation by many contractors towards their workers, with a resulting lack of loyalty that is costly to both; or it may lead many contractors to be equally neglectful of any commitment toward their trade as a whole or the industry in general.

The report recommended that serious consideration be given to statutory provision for a contractor accreditation scheme analagous to the existing union certification system, subject to a guarantee of freedom of entry to qualified applicants and to the establishment and administration of entrance qualifications by a duly constituted public body.

The inquiry commission added the proviso that it is essential to prevent anti-competitive practices. There must be effective protection against restrictive practices.

Arbitration and Conciliation

All collective agreements in the construction industry should provide for the final and binding settlement of grievances, without stoppage of work, the report recommended. This work would be performed by an arbitrator designated as sole arbitrator in the agreement for its duration, or one selected from a panel of arbitrators named in the agreement. The arbitrator would be required to make his award within five days of termination of the hearings, unless the period is extended with the consent of both parties. It was further recommended that, as in Ontario, arbitration awards should be enforceable directly as is a judgment or court order.

Delays involved in the compulsory conciliation procedures that still prevail in most jurisdictions are another cause of illegal strikes. The report recommended that:

• conciliation services be made available sufficiently far in advance of the termination of a collective agreement so that the agreement can be renegotiated, or so that the machinery of third party intervention can be exhausted by the date of the termination of the agreement;

• as a general rule, the services of a conciliation board be available only at the request of both parties; and

• the conciliation officer perform an accommodative function.

Cease-and-desist orders

Observing the experience of the Ontario Labour Relations Board, Mr. Goldenberg recommended that special provisions for labour relations legislation in each jurisdiction of the construction industry should confer certain powers on the labour relations boards. These changes would include power:

• to issue cease-and-desist and compliance orders in all cases of violation of, or failure to comply with, any provisions of the Act, or of any order, determination, direction or ruling made under the Act, and to order rectification of the acts or things complained of;

• to provide that, in case of failure to comply with such an order within a period fixed by the Board, the order should be filed in the office of the Supreme Court, whereupon it shall be entered in the same way as a judgment or order of the court and be enforceable as such;

• to provide appropriate penalties for failure to comply with such an order of the Board; and

• to have primary jurisdiction in the matter of unfair labour practices.

The report indicated that, if the boards are to exercise such powers properly, a clarification of the law of picketing is required. It recognized also that the present composition of the boards, with partisan representatives, may not be appropriate to the discharge of wider judicial responsibilities.

In conclusion, Mr. Goldenberg noted that there are important changes to be made in the industrial relations pattern of the industry. Because it is preferable for the parties to find their own solutions to many of the problems, he recommended that labour and management set up, on a permanent basis, a national joint council and regional or provincial joint councils for joint study of, and action on, essential improvements in the construction industrial relations system.

Final Report

The final report on the Canadian Inquiry on Construction Labour Relations has not yet been published, but is expected during next summer. The complete study will contain nine chapters on different aspects of the inquiry. These will include an analysis of the construction industrial relations systems, economic aspects, technological change in the industry, future manpower requirements in construction, training requirements and methods, protective standards legislation, the relationships between labour relations acts and construction, the building trades unions and jurisdictional disputes, and a study of contractor associations.

Contributors to the final report are Prof. John H. G. Crispo, Director, Centre for Industrial Relations, University of Toronto; Frank Wildgen, Economic Council of Canada; Dr. R. F. Legget, Director, Division of Building Research, National Research Council; F. D. Upex, Research Branch, Department of Manpower and Immigration; Dr. Ross Ford, Father Gérard Hébert, S. J., University of Montreal; Prof. A. W. R. Carrothers, Dean, Faculty of Law, University of Western Ontario; Father Gérard Dion, Laval University; and Prof. Harry Arthurs, Osgoode Hall Law School.

Outside Intervention vs. Settlement by Parties

If the will to reach a settlement is lacking in the minds of the parties to a labour dispute, there is no law compatible with our society's accepted standards that will bring about a satisfactory solution, Hon. John R. Nicholson, Minister of Labour, said in addressing the University of Western Ontario Law Forum in London, Ont., recently.

Work stoppages can be, and have been terminated by outside intervention on the condition that the terms of settlement were to be decided later, "but the most effective, the only satisfactory solution is the one agreed upon by the parties themselves," the Minister said.

The federal Government's legislation on labour disputes, he contended, has been based on truly democratic principles. These include: the encouragement of *bona fide* collective bargaining between labour and management; the negotiation and settlement of disputes by the parties themselves, if possible; freedom to engage in a strike or a lockout, if agreement cannot be reached; and intervention by government, which may entail legislation, only when necessary in the public interest.

These principles aim to encourage initiative, self-reliance and reasonableness on the part of both labour and management, with mediation or other action being used only as a last resort. But when disputes "approach the critical stage," especially disputes that would cause injury to the economy or the public if a stoppage occurred, "the role of the Minister of Labour becomes less formal and much more personal."

The Minister may intervene personally as a mediator. In any case, he "brings the whole weight of his office to bear in really serious disputes," to induce the parties to agree on terms of settlement, or at least on a procedure by means of which agreement can be arrived at.

"Other stronger measures may be needed on occasion, especially when the public interest is directly affected. Clearly there are certain groups in our society that cannot be allowed to strike or remain on strike for any appreciable period of time. For instance, it is generally accepted, I think, that the armed forces, police or other such security agencies should not strike or be permitted to do so. If this is so, then they must have some kind of guarantee to safeguard themselves against unfair imposition. What form should this guarantee take?"

The Minister went on to speak of the difficulty of deciding where to draw the line, what industries should be considered essential, and how employees in those industries where strikes were not allowed were to be dealt with. Referring to the function of conciliation boards, he said that this was one of the matters in which he hoped to gain help from "the wisdom of the Special Labour Task Force" (L.G. 1966, p. 631).

Mr. Nicholson said that, because "a whole new range of puzzling problems" was arising in industrial relations, he foresaw a new role for his Department. Since the very existence of the Department's Conciliation and Arbitration Branch presupposed "a possible breakdown in collective bargaining," he would regard it as a great achievement if a Minister of Labour could render this part of the Department unnecessary. The aim should be to forestall trouble. "We should become fire prevention officers, not firefighters." The Labour-Management Consultation Program of the Department was an important step in this direction, the Minister said.

Another important part of the work of the Department was economic research, he continued. With the help of increased staff, "We will seek to prepare, in advance, detailed statistical information on a particular problem or industry. Naturally, this material will be available to all interested parties, and the objectively prepared data should alone clear away many misunderstandings and diminish the areas in dispute. . . .

"This approach may well open a new era in industrial relations in Canada. Yet I wish to stress that government's role will not thereby have been changed. There will not be government intervention, but government initiative to focus the attention of labour and management upon the new problem areas. . . ."

Referring again to the Special Labour Task Force, Mr. Nicholson said that its complete report should be in the Government's hands by December this year, and the Government intended to make full use of its findings "in the development of an industrial relations philosophy and *modus operandi* better suited to the new realities of the 70s and onwards."

Canadian Labour Congress

Government policies are favouring "the rich and powerful," failing to meet the needs of the people, reducing consumer power, and spreading unemployment, the CLC asserted in its annual brief.

The Canadian Labour Congress attacked government policies as favouring "the rich and powerful" and failing to meet the needs of the people. The 1,500,000-member labour group, in its annual meeting with the Prime Minister and members of his Cabinet, presented a memorandum containing several recommendations in areas in which it considered that action was needed.

The brief was presented to the Cabinet on February 13 by Donald MacDonald, Secretary-Treasurer and acting President of the CLC. Claude Jodoin, President of the Congress, was not present because of illness (L. G., Nov. 1967, p. 688). About 400 union representatives attended the presentation of the memorandum.

The CLC commented that it was the nature of such presentations that it should be critical of government policies, but it added, "We cannot easily recall a situation like the present where the Government has in so short a period made so many decisions which evidence a propensity to satisfy the wishes of the rich and the powerful."

The Government "has introduced a budget which can only have the result of reducing consumer power and thereby leading to a spread of unemployment," the brief contended. "It has compounded the mistake of a deflationary budget by cutting back government programs, which will inevitably lead to an increase in the number of the unemployed. At a time and in an age when government involvement in promoting economic growth is not only indispensable, but taken for granted, your government appears to withdraw from such intervention and to take only those negative actions which are bound to blunt growth and entrench an unsatisfactory status quo."

The CLC said that economic growth has lagged seriously and there has been a disturbing increase in unemployment. Advisability of the introduction of the November tax increase as a deflationary measure was questioned, and the Government was criticized for its apparent intention not to implement the recommendations of the Carter Report on taxation (L. G. June 1967, p. 349).

Economic Situation

The Congress described the economic outlook for 1968 as "not particularly rosy," and it took issue with many of the economic policies of the Government.

The CLC criticized the Government's policy in various ways, contending that:

- it has dampened even further the lagging growth rate of the economy.
- the recent tax increases will serve to aggravate, rather than to ameliorate, the already unsettling cost and price pressures on the economy.
- the country's taxation system should be drastically reformed, as recommended in the Carter Report on taxation.
- private investment will almost certainly fail to grow at a pace sufficient to generate the additional 240,000 jobs that the Economic Council of Canada says are required annually to absorb the growing labour force.
- the Government should increase expenditures in the public sector to take up the slack in employment, rather than aggravate the situation by restrictive action.
- the Government should immediately implement corrective expansionary policies to avert the expected levelling off in our rate of economic growth and concomitant rise in unemployment.

Atlantic Development

The brief proposed that the Government establish a special agency or department to deal with the economic problems of the Atlantic provinces. It drew particular attention to the situation confronting the eastern provinces as a result of the threatened Dosco shut-down, railway layoffs, CNR plans to abandon Newfoundland rail service, and government cutbacks, including delay in construction of the Northumberland Causeway connecting Prince Edward Island with the mainland.

It was pointed out that per capita income in the Atlantic provinces is 25 to 30 per cent lower than the national average, and unemployment rates are consistently higher.

The memorandum said: "The people of the Atlantic region have every right to their fair share of this country's economic wealth but, in our view, present programs and policies are inadequate to ensure that such a highly desirable state of affairs will ever be realized."

The CLC called for a massive program of co-ordinated and comprehensively planned regional economic development to overcome the economic problems of the four Atlantic provinces.

Housing

The Government must become the major lender for housing if current needs are to be met, the CLC said. Mr. MacDonald mentioned that union representatives are presently conducting a campaign directing attention to housing needs.

The memorandum forecast that final figures for 1967 would fall far short of the 190,000 units considered by the Economic Council to be necessary. A massive investment was needed in both private and public housing.

The CLC called for an end to the recent slow-down and actual decline in housing activity and attendant tight credit condi-

tions. "If housing is to be regarded by private financial institutions as an attractive investment field only when conditions are poor in other areas, then its development cannot be left in their hands. . . . The only beneficiaries of the recent raising of interest rates are private financial institutions," the brief charged.

"Only those earning in excess of $7,500 a year can now qualify for the maximum NHA loan of $18,000, and it is doubtful if adequate housing at a cost much less than this can be found in urban areas," the CLC said. "In effect, the average Canadian wage earner has been priced out of the current housing market. . . . Further increases in the interest rate or even a slight decline will do little to aid them." The memorandum recommended that the federal Government enter the field as the primary lender at rates substantially below the present market level.

In addition, it recommended that the 11 per cent sales tax on building materials should be removed.

Social Legislation

Despite major advances, some obvious gaps remain in the structure of Canadian social legislation, the memorandum pointed out. The brief called special attention to cash sickness benefits and—in view of the increasing number of working women—maternity benefits.

Top priority should be given to medicare, the CLC said, and it criticized Finance Minister Sharp's "dire predictions" about the effects of the implementation of medicare on the economy. "We feel that this was a breach of faith with the Canadian people. In planning for the Medical Care Act (L. G., March 1967, p. 166), your Government undoubtedly made assumptions as to costs. It cannot now retreat on the grounds that unforeseeable cost factors have emerged."

Mr. MacDonald drew attention to some defects that he said were already appearing in the Canada Pension Plan, although it has been in effect for only three years (L. G., 1965, p. 402).

"One of these is the arbitrary maximum of 2 per cent which may be applied in any year to increase the rates of benefit and the year's maximum pensionable earnings," the CLC said. "During the last year, the Consumer Price Index rose by 3.5 per cent but only 2 per cent could be applied to the Pension Index.

"The other problem which has arisen is the $5,000 ceiling itself ($5,100 for the year 1968). While this figure may have seemed sufficient when the Canada Pension Plan was being drafted, the rise in wage levels since then has made it less realistic for purposes of contributions and pension benefit levels. If wages and salaries continue to rise as they have in recent years, so many workers may earn beyond the $5,000 level that the maximum benefit of $1,250 a year, as at first envisaged, may well become a flat rate benefit instead. The 25 per cent ratio would then become a fiction in large measure."

Labour Legislation

Legislation now before Parliament to amend the Industrial Relations and Disputes Investigation Act (L. G., Feb., p. 73) was one of the major points of contention. The CLC termed the proposed amendments "one of the most blatant expressions of political partisanship which we have observed."

Timing of Bill C-186 was questioned on the grounds that the government presently has a task force examining the whole area of labour-management relations (L. G., Feb., p. 70). The brief asserted that the government, by introducing the amendments, was trying to anticipate the findings of the Task Force on Labour Relations.

The brief continued: "Bill C-186 is nothing less than a concession to the Confederation of National Trade Unions. It is an answer to the request by that organization to enjoy special privileges and advantages, which neither its number nor its status can justify. Because the bill is a political expendient to appease the CNTU, it is an affront to whatever is positive and constructive about the Industrial Relations and Disputes Investigation Act. The bill, and the reasons given in support of it, impugn the integrity of the members of the Canada Labour Relations Board. It creates a wholly false impression of the operation of the Act itself and of the burden of work which the board must carry. It deceives the public as to the way in which the board has exercised its functions and its probity in so doing. It is bad legislation because it is erroneous in its conception and irresponsible in its purpose."

The CLC said that it had always supported the principle of equal language rights before the board, and that one of its two nominees is French-speaking. If there were problems, they could easily be resolved by filling some already existing posts with bilingual people.

"The possibility of fragmentation of national bargaining units represents a very real menace to the orderly relationships that exist in various industries coming under the federal jurisdiction." It threatens to establish regional patterns of collective bargaining where country-wide bargaining has become the rule, and thus to undermine the patterns of collective bargaining that have been established, the memorandum warned.

The changes in collective bargaining certification by the CLRB could hinder industrial peace by leading to an increased number of industrial disputes, because there would be more bargaining agents and more opportunities for conflict. They could also hamper mobility of workers, Mr. MacDonald said.

Later, in discussing the government's reply, Mr. MacDonald re-emphasized his concern for, and criticism of, Bill C-186. "I say to you in all seriousness that there has never been such a threat to industrial peace in this country as that contained in this piece of legislation."

International Affairs

Adoption of a more clear-cut and forceful position with regard to Vietnam and increased aid to economically underdeveloped countries were additional recommendations urged.

In the memorandum, the CLC said:

"Your Government should speak up more clearly and more forcefully on Vietnam. You should continue to urge the Government of the United States to take greater chances in the pursuit of peace. All bombing should cease immediately and unconditionally, in the hope that such action would enhance reciprocal steps by the Government of North Vietnam in the direction of peace talks."

Pointing out that the plight of the people in the economically underdeveloped parts of the world was becoming increasingly worse, the CLC advanced a six-point program:

- spend at least 1 per cent of the Gross National Product for external aid and development;
- explore all possible avenues of granting special tariff and other trade concessions on finished products and raw materials from new countries;
- support, through participation in international agencies, legitimate and reasonable requests of poorer countries for easier trade, fiscal, and credit facilities;
- increase allocations for Canada's Soft Loan Assistance Program;
- expand facilities, in Canada and abroad, for the training of qualified manpower from the developing countries; and
- conclude agreements with the specialized agencies of the United Nations for joint technical assistance projects.

Hours of Work

The brief was sharply critical of certain measures connected with the application of the Canada Labour (Standards) Code (L. G. 1964, p. 1058).

The Canadian Labour Congress told the Government that unwarranted delays are being experienced in some areas in

the implementation of federal legislation covering hours of work.

Mr. MacDonald remarked that deferments allowed by the Government extended in one case to three and a half years after the Act came into force. Unwillingness to enforce the Act was a major cause of the shipping strike last summer, he charged. Two commissions had been appointed to investigate deferments; and, in the case of Newfoundland shipping, provisions of the Code would not be finally implemented until 1974—eight and a half years after the Act came into force.

Bilingualism and Biculturalism

The CLC brief was in accord with the recommendations made in the first report of the Royal Commission on Bilingualism and Biculturalism.

The CLC asked for action to eliminate "those differences in economic opportunity and in living standards which have created a chasm between English and French-speaking Canada, a chasm which it is essential to bridge if Canada is, in fact, to remain a single political entity."

Broadcasting

The brief criticized the failure of the CBC and private broadcasters to make more effective use of Canadian talent in radio and television. Action was asked for to strengthen and expand the CBC's international service.

Educational television should be treated as something more than a stepchild of the broadcasting industry and should be woven into the texture of broadcasting generally, the brief suggested. It opposed the restriction of ETV to the UHF band only, but recommended that ETV be made available to everyone.

Civil Service Pensions

The problem of retired public servants living on inadequate pensions, was a further subject of the memorandum. The labour organization entered a strong plea for government action to provide relief for them.

"Many of these retired government employees are now living on pensions whose purchasing power has been seriously eroded as a result of changes in the cost of living," the CLC said.

"For those who are fortunate in having a long life span, retirement may mean the progressive reduction in real incomes and a consequent deterioration in living standards. This is likely to be true even for those whose life span is shorter."

The final words of the memorandum were a farewell to Prime Minister Pearson. It told him, "You have devoted many years in the interests of the Canadian people and we would be remiss if we did not express this public tribute to you for the contribution which you have made not only to the well-being of Canada but of the whole world."

The Government's Reply

In replying to the CLC memorandum, the Prime Minister, Rt. Hon. Lester B. Pearson, took exception to suggestions in the brief that the Government should stimulate the economy. Mr. Pearson said that the Canadian economy was still operating close to full capacity by the accumulation of large deficits. It would not be a right policy to stimulate the economy at this time, because this would mean incurring further deficits and raising taxes, he said.

The Prime Minister gave warning that rising prices and rising costs, without a corresponding rise in productivity, were a threat to the country's economy. Hence, the Government's policies must be framed to bring about a steady and sustainable expansion, with maximum employment.

Hon. Mitchell Sharp

Canada is dependent upon capital from abroad for expansion, said Hon. Mitchell Sharp, Minister of Finance; therefore, Canadian monetary and fiscal policies must be very flexible.

Mr. Sharp's main budget last year planned for a moderate deficit. Taxes were reduced and steps were taken to stimulate the economy, the Minister of Finance explained. At that time, interest rates were on their way down, but about the middle of 1967 they started up again.

"Canadian costs have continued to rise. Moreover, the expenditures of provincial and municipal governments continue to rise even more quickly than those of the federal Government. So we had to make a change of direction at that time—to reduce demands on the capital market, and to borrow less money." For next year, Mr. Sharp explained, last November's supplementary budget has moved from a moderate deficit to a balanced budget.

On the subject of incomes policy (L.G., Jan., p. 10) Mr. Sharp dismissed any suggestion for importing "wage guidelines" from abroad.

Hon. Bryce Mackasey

In the absence in India of the Minister of Labour, (see page 200), Hon. Bryce Mackasey, Acting Minister of Labour, replied to the CLC memorandum.

The problem of an Adjustment Assistance Program, related to the Kennedy Round, is being carefully studied and considered by officials of the Department of Labour, Mr. Mackasey said. Within the framework of the present program, which applies to auto workers, the Transitional Assistance Benefits program (L.G., March 1967, p. 164) has paid out more than $732,000, from its inception to the end of December 1967.

With regard to the Canada Labour (Standards) Code, Mr. Mackasey pointed out that it was in full effect in the telephone industry, and in radio and television, uranium mining, power and feed mills, grain elevators, banks, longshore operations, airlines, and coach and bus lines. He noted that since the introduction of the minimum wage of $1.25 an hour in these industries, eight provinces had raised the minimum wage rate in their jurisdictions.

The shipping industry on the Great Lakes and the St. Lawrence River, in consultation with the Department of Labour, had reached a practical solution by which the hours-of-work provisions of the Code would be fully in effect by the end of the year, he said. This left only two groups of workers concerning which action regarding hours of work was still pending—those in the railway and trucking industries.

Hon. Paul Martin

The Secretary of State for External Affairs, Hon. Paul Martin, spoke about recent stands that Canada had taken in the realm of foreign affairs. He commented briefly on the Vietnam and Rhodesian situations, saying that Canada was attempting to bring about a cessation of hostilities in both areas.

The Minister announced that Canada would be increasing its contributions in the external aid program to 1 per cent of the Gross National Product by 1970.

Hon. Jean Marchand

Hon. Jean Marchand, Minister of Manpower and Immigration, commented briefly on the controversial Bill C-186.

The rights of persons in all sectors of society have greater priority than those of institutions, Mr. Marchand said. This includes the right of freedom of association and the right to choose which union body will represent a worker.

The question of equality of representation between the CLC and the CNTU was a false issue, he said. Equality was not contemplated in Bill C-186, and no one in the Cabinet had raised the question. Hence, it was useless to confuse the matter with this kind of argument, he said.

Canadian Railway Labour Executives' Association

The changes proposed in Bill C-186 for the Industrial Relations and Disputes Investigation Act and the Canada Labour Relations Board dominated the Association's submission in February.

Unalterable opposition to Bill C-186 was expressed by the Canadian Railway Labour Executives' Association in its annual brief to the federal Cabinet, presented on February 13. The Association went on to declare its conviction that "the Bill was introduced as a result of political pressure representing the interests of the Confederation of National Trade Unions, a Quebec-based and Quebec-oriented union which has been seeking the fragmentation of national bargaining units."

The changes in the Industrial Relations and Disputes Investigation Act provided for in the Bill had not been asked for by the Canada Labour Relations Board, by management or by any part of organized labour except the CNTU, the brief contended. The Board already had the power to establish bargaining units as it saw fit, and it could easily be seen that the only alternative to its consistent refusal to "fragmentize" national bargaining units would be "complete chaos in industrial relations in an industry such as the railways."

The suggestion that the establishment of panels of the CLRB, provided for in the Bill, would lighten the Board's workload was ridiculous, the brief said, because the Board sat only two or three days a month. On the contrary, if the Bill became law, the work of the Board would inevitably increase.

Dissatisfaction and Controversy

The establishment of an Appeals Board would expose the decisions of the Board, or one of its panels, to appeal to persons appointed by the Government who represented neither management nor labour, but who would have the power to overrule decisions made by a representative board composed of experienced management and labour persons. "To us it will inevitably create unheard of dissatisfaction and controversy," the Association said.

Fragmentation of national bargaining units in the railway industry would seriously threaten established national wage and living standards that had helped to reduce regional disparities. It would also disrupt seniority districts.

Seniority rules contributed to make the railway work force perhaps more mobile than that of any other industry. The result of the changes introduced by the Bill would be that "mobility would be restricted, seniority rules changed; but even worse, all the working conditions and pay structure would be completely distorted. Arrangements would have to be made to change train crews at those locations where the jurisdiction ended for one union and began for another."

Chaos and Turmoil

Breaking up of national bargaining units would lead to an increase in the number of strikes, the Association predicted.

The brief reminded the Government that the Task Force it had appointed (L. G. 1966, p. 631; March, 1967, p. 169) was engaged in an intensive study of labour relations, and it contended that the introduction of Bill C-186 was premature, at the very least, since it cut "right across the very matters that are being studied by the Task Force, and could conceivably prejudice its work."

If the Government persisted in putting Bill C-186 through Parliament, it would have "to accept full responsibility for the chaos and turmoil that will be the inevitable result," the brief said.

On the subject of industrial relations in the railway industry, the Association said it appeared that the report of the Task Force would not be forthcoming until late this year. This would mean that it would be well into 1969 before amendments to labour legislation would be considered. "In view of this, and in view of the fact that many collective agreements in the railway industry will be subject to notice for revision late in 1968, we feel compelled to urge your Government and its Task Force on Labour Relations to act now." The Task Force should consider "bringing down a report at an early date so that existing labour relations legislation may be amended along the lines we propose, prior to the opening of the next round of railway negotiations."

Association Recommendations

Regarding the question of injunctions in labour disputes, the Association recommended that:

- injunctions should not be granted *ex parte* "in circumstances in which notice could and should be given to the party against whom an injunction is being sought;"
- such injunctions should not be granted on affidavit evidence, but only when the parties to a motion for an injunction, and any witnesses they produce, can be examined and cross-examined.

The brief further urged that:

- railway workers should not be compelled to cross picket lines at strike-bound plants and industries while operating a train;
- the Government should see to it that health and sanitation standards equal to those required by the Canada Labour (Safety) Code are provided for all railway employees;
- succession duty be levied over the number of years used for the purpose of

computation, and the basic exemption should be increased;

- manual or automatic signal protection devices be installed at all level crossings that are known to be hazardous; and to this end, the federal Government should consider increasing the yearly grants to the Railway Grade Crossing Fund;
- the Criminal Code of Canada should be amended to make lotteries legal if they are controlled and operated by governments;
- the recommendation of the St. Lawrence Seaway Authority, that there should be a 10-per-cent increase in tolls on the Montreal-Lake Ontario section of the St. Lawrence Seaway, should be put into effect;
- the Canadian Transport Commission should be given wider powers and should be made responsible for determining the true impact of Seaway tolls on the cost of moving Seaway traffic, to the end that all modes of transport shall be able to compete under conditions in which "each bears a fair proportion of the real cost of resources, facilities and services provided at public expense;"
- the Government to "require industry to give at least one year's notice of closure of plant operation, and at least six months notice to the individual workman and his union of the probable date of changes due to automation or technological innovations that would have adverse consequences."

Medicare

The Association supported the Government's decision to put a national medical care plan into effect on July 1, 1968, and rejected the view that such a plan would contribute to inflation.

The Association said that it was strongly in favour of the basic principles enunciated in the report of the Carter Royal Commission on Taxation, and it supported the position taken by the Canadian Labour Congress. In particular, it agreed with the view that the tax system should be used as an instrument of fiscal policy. It also agreed with the Commission in assigning a higher priority to the objective of equity in taxation than to all other objectives.

The Government's Reply

In replying to the Association's brief, Prime Minister Pearson expressed sympathy with the protest against the practice of levying succession duty on the commuted value of a pension due to a widow or a widower. He agreed that "some pretty awful" situations arose, and he said that the Department of Finance was studying changes in the succession duty law.

Hon. Bryce Mackasey, acting Minister of Labour, denied that Bill C-186 would promote the breakup of national bargaining units on the railways. He said that, in the opinion of lawyers of the Labour and Justice Departments, the bill would not change the powers of the CLRB in this matter. It did not instruct the Board to carve up national units, "and it is not the intent of the bill to do so," he told the delegation.

Confederation of National Trade Unions

The Confederation of National Trade Unions came before the federal Cabinet this year to underline its satisfaction with certain Government policies and also to express its concern about situations that it believed were deteriorating.

It claimed to be satisfied with the labour legislation contained in Bill C-186 because it leaves the individual free to join the union of his choice.

Turning to economic prospects, the CNTU said that it did not yet see the poor moving out of their state of poverty. The Confederation reminded the Cabinet also of those recommendations of the Carter Commission (L. G., June 1967, p. 349) which called for the integration of personal income taxes and corporation taxes, and the taxation of capital gains.

Unemployment Insurance

The CNTU commended the measures that will be taken to increase unemployment insurance contributions from employers, and to bring a greater number of workers under coverage of the Act by raising the earnings ceiling of those to be insured.

The Confederation pointed out, however, what were, in its judgment, the weaknesses of the economy in such industries as construction, textiles, shipyards and merchant marine. It mentioned specifically the situation in the Port of Montreal, and expressed the hope that steps would be taken to ensure uninterrupted shipping operations throughout the year.

Completing its economic recommendations, the CNTU made a further suggestion which, if adopted, would place all air transport companies under the control of the Government.

The Government's Reply

Replying to the brief, Prime Minister Pearson stated that he was less pessimistic about the poverty problem than the Confederation, and he cited the social measures adopted by his Government to relieve and assist the less fortunate Canadian citizens.

As for the economic recommendations of the CNTU, the Prime Minister pointed out that it was advisable, for the time being, to check the inflationary trends of our economy in order to maintain our competitive position on the international market, rather than to stimulate any industry that is already producing at almost full capacity.

In his opinion, the effects of this stimulation would be more harmful than beneficial.

Mr. Pearson re-assured the CNTU concerning Bill C-186, stating that it was still the Government's intention to have this Act passed by Parliament in spite of rumours to the contrary.

Cabinet Ministers Bryce Mackasey, Jean Marchand, Mitchell Sharp and Paul Martin each made appropriate comments on those parts of the CNTU brief that particularly concerned them. Mr. Martin, in particular, repeated to the CNTU officials, in reply to their requests and opinions, that, as a sovereign nation, Canada alone conceived, decided upon and implemented its foreign policy.

As for the present world situation, Mr. Martin recalled the positions taken by Canada concerning Vietnam, China and the Middle East crisis. In his opinion, the interests of Canada and of world peace have always been best served by the decisions of the Government.

ILO Report:

The Workers of the World in 1967

The place of workers in the world in 1967 was characterized by a growth of unemployment, and by insufficiency of progress in countries in the process of development. These are conclusions drawn from statistics gathered by the International Labour Office.

In most industrialized countries, the slackening of economic expansion or the extreme slowness of recovery were translated into a drop in employment and a rise in unemployment.

Information received from developing countries testifies that the situation is not improving. The growing excess of manpower is far from being absorbed.

The increase in hourly wages was, in general, enough to compensate for the shortening of work duration, and the rise in consumer prices.

Employment

The decline in employment, which began toward the close of 1966 in several countries, spread during 1967 into about half of those for which figures are available. In several countries, however, a rise of employment continued, although generally at a slower rate than in preceding years.

Employment in manufacturing industries declined in 15 of 27 countries for which statistics are available. The list included several countries where the general level of employment went up, as in Canada and the United States.

In Canada, where the number of employees in the manufacturing industries had increased by about 5 per cent during each of the three preceding years, employment dropped slightly between August and December 1966. Despite a slight climb after June 1967, the level at August was slightly below that of August 1966.

Agriculture and mining, notably coal mining, continued as in past years to lose their manpower in the majority of industrialized countries. Data for which statistics are available on the general level of employment cover only 12 countries. They show that, because of the movement of the work force, this general level has been lowered less than in the manufacturing industries. In seven observed countries, the general level of employment went up: in Poland, the total number of employed persons rose by 3 per cent, in the United States by 2 per cent, and in Canada, Italy, Japan, Norway and Puerto Rico, by less than 2 per cent.

Unemployment

Unemployment, which was increasing in several countries toward the end of 1966 continued to rise. During the last 12 months, it rose in more than 30 countries. The number of unemployed persons rose noticeably—and sometimes strongly—in all industrialized countries except Italy.

Particularly strong rises were seen in the Federal Republic of Germany, Denmark, Finland, Luxembourg and New Zealand, countries where the number of persons without work more than doubled. Belgium, France, Greece, Norway, The Netherlands and Sweden realized an unemployment increase of over 30 per cent.

In general, young people, women and aged persons were the most strongly affected.

Consumer Prices

The rise in consumer prices has occurred in all parts of the world, but often at a slower rate than in preceding years. In 16 of the 100 countries studied, consumer prices fell in relation to the level of the 12 preceding months, In one country out of five, however, the rate of increase went up because of a rise in the cost of transportation, rents and services. This was especially true in industrialized countries.

Consumer prices increased by 10 per cent or more in six countries that have suffered from a more or less strong inflation for the past five years: Argentina, Brazil, Chile, Congo (Kinshasa), Indonesia and Uruguay. Denmark, India, Nigeria, Peru, Sudan, Surinam, Turkey and South Vietnam also experienced consumer price increases of more than 10 per cent. Rises varying between 5 and 10 per cent were observed in 16 countries in all parts of the world.

In 31 countries and territories, including Canada, prices went up by between 3 and 5 per cent. Twenty-seven countries, including the Federal Republic of Germany, the United States, the United Kingdom and Czechoslovakia, registered a rise of between 1 and 3 per cent.

Finally, consumer prices dropped in 16 countries. In most of the cases, the drop was weak, often less than 1 per cent. The most substantial declines were noted in Ghana (8 per cent) and in Nigeria (7 per cent).

Money Wages and Real Wages

Fewer than 30 countries published statistical information on wages, and the data provided were mostly limited to manufacturing industries, and covered the first half of the year only.

In all these countries, hourly money wages increased, those for women somewhat more so than those for men. Under the influence of the reduction in hours of work, weekly wages went up more slowly than did hourly wages.

The rise in money wages, as in preceding years, varied greatly from one country to another—from 2 per cent in Ceylon to 24 per cent in South Korea. In the aggregate, however, it slowed down.

Money wages increased by more than 10 per cent in Colombia, South Korea, Denmark, Sweden and Yugoslavia. The rise ranged between 5 per cent and 10 per cent in 15 countries including Canada. Increases of between 2 per cent and 5 per cent were noted in Austria, Ceylon, Hungary and the United States.

In all the countries for which there are statistics, the rise in consumer prices absorbed a part, often very large, of the money wage rise.

The real wage increases varied between 3 per cent and 5 per cent, in nine countries. Real wages of manufacturing industry workers went up by less than 3 per cent during the past twelve months in Canada, Colombia, Finland and New Zealand.

Most of the information provided here is available in the *1967 Year Book of Labour Statistics*, published by the ILO. Now in its 27th edition, it presents a summary of all the principal statistics relating to labour in all parts of the world. The data were derived from communications received by the ILO and from official publications. The detailed statistics contained in the *Year Book* relate to more than 170 countries and territories. The tables cover data on total and economically active population, employment, unemployment, hours of work, labour productivity, wages, consumer price indexes, family budget studies, industrial accidents and industrial disputes.

The book is available in Canada through the Canada Branch, International Labour Office, 178 Queen Street, Ottawa. The price is: paperbound, $10, or clothbound, $12.

Employment Fatalities in Canada

Fourth Quarter, 1967

The employment fatalities covered in this review affected persons gainfully employed, and occurred during the course of, or arose out of their employment, and included deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

The Department has received reports on 181 employment fatalities that occurred in Canada during the fourth quarter of 1967. During the previous quarter, 320 fatalities were recorded. This is 81 more than the previously published total of 239 (L. G., Jan. 1968, p. 31). In the fourth quarter of last year, 307 were recorded—90 more than the preliminary figure of 217 (L. G., April 1967, p. 239).

During the quarter, two multifatality accidents brought death to seven workmen. Four coal miners died when their company truck collided with a parked truck near Harwood Ridge, N.B., and three members of a survey party drowned when their dory was punctured by ice and sank on Sandy Lake in Newfoundland.

Three industry divisions accounted for 53.5 per cent of the total number of fatalities.* Of the total, 35 fatalities occurred in construction and 31 in both manufacturing and transportation. The remaining 46.5 per cent were distributed in the other industry divisions as follows: mining, 14.9 per cent; forestry, 13.3 per cent; trade, 7.2 per cent; service, 4.4 per cent; agriculture, 3.3 per cent; public administration, 1.7 per cent; fishing, 1.1 per cent; and finance, 0.6 per cent.

The 25-44 age group accounted for 42.5 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 33.2 per cent, and the remaining 24.3 per cent were distributed in the other age groups: 20-24 age group, 17.7 per cent; and the 14-19 age group and 65 and over age group, 3.3 per cent each.

Two occupational divisions accounted for 48.6 per cent of the total number of fatalities: craftsmen, production process and related workers, 32.6 per cent; and transport and communication workers, 16.0 per cent. The remaining 51.4 per cent were distributed in the other occupational divisions: labourers and unskilled workers, 11.0 per cent; miners, quarrymen and related workers, 10.5 per cent; loggers and related workers, 10.0 per cent; sales workers and service and recreation workers, 4.4 per cent each; farmers and managerial workers, 3.3 per cent each; professional and technical occupations workers, 2.8 per cent; fishermen, trappers and hunters, 1.1 per cent; and clerical workers, 0.6 per cent.

Three accident-type categories accounted for 67.4 per cent of the total number of fatalities. These were: struck by different objects, 26.0 per cent; collisions and derailments, 21.0 per cent; and falls and slips, 20.4 per cent. The remaining 32.6 per cent were distributed in the other accident-type categories: caught in, on or between different objects, 12.7 per cent; conflagrations, temperature extremes and explosions, 8.3 per cent; over-exertion, 4.4 per cent; inhalations, absorptions and industrial diseases, 3.9 per cent; contact with electric current, 2.2 per cent; and miscellaneous accidents, 1.1 per cent. No fatalities were recorded in the striking against or stepping on objects accident-type category.

A cross section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 54.8 per cent of the total number of fatalities that occurred in transportation, 48.6 per cent in construction, and 41.9 per cent in manufacturing.

A similar cross section examination of these industries, to pinpoint the main concentration of fatalities by occupation, shows that transport and communication workers accounted for 61.3 per cent of the total number of fatalities that occurred in transportation. Craftsmen, production process and related workers accounted for 58.1 per cent of the fatalities in manufacturing and 57.1 per cent in the construction industry.

An analysis of cross classifications of industry divisions by main accident-type categories reveals that 62.5 per cent of the fatalities in the forestry industry and 45.7 per cent in the construction industry were the result of being struck by different objects such as tools and vehicles. In the transportation industry, 41.9 per cent of the fatalities were the result of collisions, derailments and wrecks.

During the quarter, there were 93 fatalities in October, 55 in November and 33 in December. By province, the largest number of fatalities, 62, occurred in Ontario. In British Columbia there were 41, and in Alberta 28.

*See Table H. p. 256.

Unemployment Insurance

Advisory Committee Report—1967

The balance of $258 million in the Unemployment Insurance Fund on March 31, 1967 was larger by about $116 million than the balance a year earlier.

In spite of this, said the Unemployment Insurance Advisory Committee, in its annual report for the year ending March 31, 1967, there were indications that the improvement in the position of the fund that had been shown during the past two or three years was not being maintained in the latter part of 1966-67. In 1965-66, there had been a continuous improvement, but in the succeeding year, the improvement was confined to the first part of the year, and the second part actually showed some deterioration compared with 1965-66.

The Committee noted that the extension of unemployment insurance to cover farm employees, effective from April 1, 1967, could be expected to cause loss to the fund, because benefits paid to this group would exceed contributions made on their behalf. The Committee said, however, that it had been informed that the Government had undertaken to reimburse the fund for losses on this account until such time as the Act had been amended as to rates of contribution and benefit.

In order to provide more adequate benefits, and at the same time to allow a sufficient reserve to be built up to enable the fund to withstand fluctuations from year to year, amendments to the Unemployment Insurance Act were needed, the Committee said. It welcomed the announcement in the Speech from the Throne in May 1967 indicating that the Government recognized this need, and it suggested that the Committee be given an opportunity to discuss, in principle, proposed changes in the Act before they were laid before Parliament. (Bill C-197 to amend the Unemployment Insurance Act was introduced in the Commons on January 23, and passed first reading.

Revision was required in three important ways, provision being needed for:

- an increase in rates of benefit;
- contribution rates that would ensure the continued solvency of the fund; and
- an increase in the upper limit for insurability for salaried employees, which was then $5,460 a year.

The last mentioned change would bring back within the scope of the Act those who had formerly been insured but who had ceased to be so owing to the rise in the general level of earnings during recent years.

The Committee recommends that consideration be given to including within the scope of the Act certain large groups of employees not now covered—for example, hospital employees.

The Committee suggested that revision of the Act should include an amendment extending the time for submission of its annual report. It said that the present requirement that the report must be submitted by July 31 did not allow the Committee enough time for proper study of the reports it received, some of which were not forthcoming until July, when final figures for the fiscal year were known. The Committee's report is reprinted in full below.

Complete Report of the Unemployment Insurance Advisory Committee

To His Excellency the Governor in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89(1) of the Unemployment Insurance Act requires the Committee to report, not later than July 31 each year, on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 24, 1967 and received and considered the following reports:

(a) from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1967;

(b) from the Dominion Bureau of Statistics, a tabulation of 1966 unemployment insurance statistics;

(c) from the Actuarial Branch, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund.

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1967 was $258,203,012. This compares with the balance in the Fund at the end of each of the three preceding fiscal years as follows:

1967	$258,203,000
1966	141,483,000
1965	40,497,000
1964	874,000

Estimates of the covered population by the Dominion Bureau of Statistics indicate that the number of persons covered by unemployment insurance at June 1, 1966 was nearly 4,500,000, representing 73 per cent of the non-farm paid worker labour force in Canada, compared with 76 per cent a year earlier. Although the actual numbers in both the covered population and the total labour force increased over the period, the percentage of those covered by unemployment insurance has decreased.

This is undoubtedly due, in part at least, to the fact that more and more salaried employees have been passing out of the insured group because their earnings exceed the ceiling of $5,460 that was established in 1959, and [they] have not elected to continue their coverage voluntarily. It is also in part due to the increasing numbers who are in employments not covered by unemployment insurance, such as hospitals, welfare agencies, teachers, municipalities and government service.

The balance of $258 million in the Fund at March 31, 1967 was larger by about $116 million than the balance at the same date a year previously. However, the Committee noted that, in the opinion of the Actuary, the trend toward improvement that had been shown during the last two or three years was no longer as vigorous. While in 1965-66 the results of every month were better than those of the corresponding month in the preceding fiscal year, with the biggest improvement taking place during the seasonal benefit period, improvement in 1966-67 was lim-

ited to the first part of the fiscal year, and the second part did actually show some deterioration as compared to 1965-66.

The Committee also noted that unemployment insurance was extended to cover farm employees as from April 1, 1967, which can be expected to cause some loss to the Fund, as it is likely that benefit paid to this group will exceed the contributions made on their behalf. However, the Committee is informed that the Government has undertaken to reimburse the Fund to the extent of this particular deficit, pending a general revision of the overall rates of contributions and benefit when amendments are made to the Act.

In addition to the need for providing more adequate benefits, it is clear from the reports made to the Committee that revision of rates both of contribution and of benefit is needed to bring the average yearly income and outgo of the Fund into better balance. The Fund has only been kept solvent by drawing on the large reserve that had been accumulated up to some 10 years ago, and on two occasions by obtaining temporary loans from the Government. Although the loans were repaid and in recent years the Fund has accumulated a balance, the pattern of income and outgo over the last 10 years shows that amendments should be made setting the revenue at an amount that will exceed the outgo, so as to bring about a better balance, and ensure a sufficient reserve to enable the Fund to remain solvent despite fluctuations from year to year.

In view of the continuing decline in the percentage of the paid workers . . . who are covered by unemployment insurance, and the mounting evidence that the rate of improvement in the Fund in recent years is slowing down, the Committee considers it urgent that corrective measures be taken. The Committee is glad to note the announcement in the Speech from the Throne on May 8, 1967, and in the speech by the Minister of Labour in Kingston on July 17, 1967, that the Government intends to introduce amendments to the Unemployment Insurance Act at an early date.

The Committee respectfully submits that a useful end would be served if it were enabled to review and advise on the proposed amendments before they are introduced. The Committee's membership includes representatives of a broad spectrum of employers and employees. In view of this, it would be advantageous if the Committee were given an opportunity to discuss in principle the proposed changes in the Act before they are laid before Parliament.

There are three particular provisions of the scheme that most urgently need revision, viz:

1. The rates of benefit should be increased. In respect of many claimants, the maximum weekly rate of benefit, which was set in 1959, has now declined to a much lower percentage of normal earnings than was the case in 1959, and represents a much lower ratio of benefit-to-earnings than was intended by the legislation.

2. The contribution rates should be re-examined to assure the continued solvency of the Fund, having in mind the increased benefit rates and the effect of covering farm employees.

3. The upper limit for insurability of salaried employees, which is standing at $5,460 as established in 1959, should obviously be revised so as to restore coverage to those classes of workers who were formerly insured but have moved out of insurance because of the rise in the general earnings level in the last several years.

With reference to the prospective state of the Unemployment Insurance Fund by March 31, 1968, the Actuary has advised the Committee that, assuming the effects of any legislative changes will not be felt until after that date, and assuming that the rate of unemployment for the fiscal year 1967-68 will not exceed 4½ per cent, it can be expected that the excess of income over claims in 1967-68 will be somewhere between $55 million and $90 million. This compared with an actual excess of $116 million in 1966-67.

In view of the fact that several large groups of employees, such as hospital employees, are not yet covered by the Unemployment Insurance Act, the Committee recommends that consideration be given to further extending the coverage so as to provide these groups with protection against unemployment.

With reference to the time for submission of the Committee's annual statutory report to the Governor in Council, the Committee respectfully suggests that a provision extending this time should be included when amendments to the Act are made. The present requirement that the report be submitted by July 31 allows the Committee insufficient time to give adequate study to the reports provided for it, some of which cannot be made available until July, when final figures for the fiscal year are known.

The Committee wishes to express its appreciation to the Unemployment Insurance Commission and its officers, the actuaries of the Department of Insurance, and the officers of the Dominion Bureau of Statistics for the information and explanations they have provided.

Respectfully submitted,

(*Sgd.*) Lloyd Francis,
Chairman.

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interest:

	1967	*1966*	*1965*	*1964*
	(in thousands of dollars)			
Increase or decrease in balance from previous year	+116,720	+100,986	+39,622	—8,817
Contributions from employers and employees	343,853	328,319	310,751	296,585
Contributions from the Government of Canada	68,771	65,664	62,150	59,317
Amounts collected in penalties	172	146	121	109
Interest on investments	10,931	4,671	1,792	1,061
Interest paid on loans	—	—	163	237
Total net revenue	423,727	398,800	374,815	357,074
Ordinary benefit payments	251,209	238,281	265,660	287,512
Seasonal benefit payments	55,798	59,533	69,370	78,141
Excess of expenditure over revenue	—	—	—	8,817
Excess of revenue over expenditure	116,720	100,986	39,622	—
Fishing coverage				
Contributions from employers and employees	1,387	1,234	1,293	1,245
Contributions from Government of Canada	261	247	259	249
Benefit payments	10,845	10,240	11,732	11,437
Excess of benefit payments over contributions	9,197	8,759	10,180	9,943
Other statistics	(*numbers*)			
Number of initial claims for unemployment insurance received	1,213,000	1,190,000	1,311,000	1,385,000
Average number of benefit weeks paid	12.6	12.6	13.0	13.1

Price Indexes

Consumer, Jan. 1968

The consumer price index (1949=100) increased by 0.5 per cent to 152.6 at the beginning of January from 151.8 at the beginning of December. It was 4.5 per cent higher than the January 1967 level of 146.0.

The food index rose 1.2 per cent to 150.4 from 148.6. The prices of bread, flour and margarine increased, those for sugar and eggs declined, and those for fresh milk and butter remained unchanged from the previous month.

There were substantial increases in the prices of cabbage, carrots, celery, lettuce and oranges, and lower prices for grapefruit and bananas. Canned fruits, vegetables and juices were generally higher in price. Movements of meat prices were mixed; there were increases in the price of fresh pork, chicken and some packaged meats, and decreases in the price of turkey and smoked ham.

The housing index increased by 0.6 per cent to 154.7. Home ownership costs rose by 1.7 per cent as a result of higher levels of mortgage interest and real property taxes. Rents advanced in most cities, and domestic electricity and gas costs also increased. Reflecting many January sales, most home furnishings declined fractionally.

The clothing index declined by 1.0 per cent to 133.4 from 134.7. Men's, women's and children's clothing subgroups all registered declines, with most marked price decreases occurring in winter outerwear. In this group, only footwear showed a slight increase.

The transportation index rose by 0.3 per cent to 160.0. There was a slight decrease in the price of new automobiles, but this was outweighed by an increase in train fares and higher gasoline prices in some cities.

The health and personal care index declined by 0.1 per cent to 193.6 from 193.8. Slight decreases in the prices of razor blades and some toiletries, more than offset a price rise in cleansing tissues.

The recreation and reading index rose by 0.3 per cent from 169.7. Decreases in the price of radio and television sets were outweighed by increases in the price of phonograph records in some cities, as well as higher subscription rates for some Toronto and Montreal daily newspapers.

The tobacco and alcohol component advanced 2.5 per cent to 136.3, as a result of higher excise taxes on alcoholic beverages.

Group indexes a year ago in January were: food 144.9; housing (shelter and household operation) 147.6; clothing 128.6; transportation 153.0; health and personal care 184.9; recreation and reading 161.9; tobacco and alcohol, 136.3.

City Consumer, Jan. 1968

Between December and January, consumer price indexes advanced in all 10 regional cities and city combinations, the increases ranging from 0.9 per cent in Ottawa and Winnipeg to 0.1 per cent in Saskatoon-Regina.

Food indexes rose in all cities, with the advances ranging from 2.6 per cent in Winnipeg to 0.2 per cent in Saskatoon-Regina. Housing indexes moved up slightly in seven cities, remained unchanged in Halifax and Winnipeg, and declined fractionally in St. John's.

Clothing indexes decreased in all cities with the exception of Saint John and Saskatoon-Regina, where no changes occurred. Mixed movements were registered in the transportation indexes, with increases in six regional cities and decreases in four.

Health and personal care indexes declined in seven cities, remained unchanged in two, and rose fractionally in one; recreation and reading indexes rose in all cities except Ottawa and Vancouver, where declines of 0.2 per cent were registered. There were increases in the tobacco and alcohol indexes in all cities except Vancouver, where no change occurred.

Regional consumer price index point changes between December and January were: Ottawa +1.3 to 151.4; Winnipeg +1.3 to 149.0; Saint John +1.1 to 147.7; Montreal +1.0 to 151.1; Halifax +0.9 to 144.3; Toronto +0.8 to 154.1; Vancouver +0.7 to 147.4; St. John's +0.5 to 131.6*; Edmonton-Calgary +0.3 to 143.4; and Saskatoon-Regina +0.2 to 142.6.

Wholesale, Dec. 1967

The general wholesale index (1935-39=100) rose 0.7 per cent in December to 266.8 from the November index of 264.9, and was 2.2 per cent higher than the December 1966 index of 261.0. Six of the eight major group indexes advanced, and one declined. The remaining one, the non-metallic minerals products group index was unchanged at 200.7.

The non-ferrous metals products group index rose 3.6 per cent to 255.6 from 246.7 on price increases for copper and its products and silver. A rise of 1.2 per cent to 216.8 from 214.2 in the chemical products group index reflected higher prices for soaps and detergents and organic chemicals. The animal products group index moved up 0.7 per cent to 292.4 from 290.4.

The wood products group index moved up 0.5 per cent to 351.9 from 350.2 on higher prices for cedar and fir. The vegetable products group index advanced 0.4 per cent to 230.0 from 229.0 on price increases for unmanufactured tobacco, grains and bakery products. The iron products group index declined slightly to 273.9 from 274.3.

*On base June 1951=100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) declined 0.9 per cent to 252.9 from 255.2 in the four-week period December 29 to January 26. The animal products index declined 2.5 per cent to 316.1 from 324.1, and the field products index advanced 1.8 per cent to 189.6 from 186.2.

U.S. Consumer, Dec. 1967

The United States consumer price index (1957-59=100) rose by 0.3 per cent between November and December. The index in December was 118.2 and for November it was 117.8.

The biggest increases were in food and service prices, while automobile and gasoline prices declined.

Food and beverage prices rose by 0.4 per cent in December. The largest increases were in fresh vegetables, eggs and processed fruits.

Apparel prices rose 0.3 per cent, gasoline and motor oil declined 1.3 per cent, and consumer services rose by 0.4 per cent.

Consumer prices generally were 3.1 per cent above a year ago.

British Retail, Nov. 1967

The British index of retail prices (Jan. 16, 1962=100) was 120.4 at November 14, compared with 119.7 at October 17, and 118.1 at November 15, 1966.

The index for the food group as a whole rose by 1 per cent to 118.2, compared with 117.0 in October.

The index for the housing group as a whole rose by about one half of one per cent, to 137.6, compared with 136.8 in October, the principal change in this group being an increase in the level of rents for unfurnished accommodation.

As a result of increased charges for electricity, the index for the fuel and light group rose by more than 2 per cent to 130.0, compared with 127.2 in October.

The Status of Women in West Germany

Women's Bureau

A comprehensive picture of the role of women in West Germany today is contained in a report by the Government of the Federal Republic dealing with the integration of women into employment and society. The Government plans to pursue this investigation on the basis of similar inquiries that have been conducted on the status of women in other countries.

The events of World War II have left a great shortage of male workers in Germany. Millions of women were widowed or remained unmarried because of the war, and today these women make up one third of the labour force in the Federal Republic, which includes West Berlin. The fact that one out of every two women of employable age is working is something of a paradox, because 68 per cent of all women and 72 per cent of all men still consider it "unusual" for women to go out to work.

Married Women in Majority

Married women workers outnumber single women, and the economy of the country is very much dependent on this married segment of the population. Although the war is responsible for the large numbers of women workers, other factors like earlier marriage, greater frequency of marriage, family planning, higher life expectancy, plus the need they share with their counterparts throughout the world to keep up with the rising level of living standards, will continue to stimulate married women to enter employment in ever-increasing numbers. It is evident that if women with families should decide to leave the labour force, the adverse effect on the country's economy would be incalculable.

Equality — Wages — Education

Equal pay and non-discriminatory wages are guaranteed by the West German constitution, but the average wages of women in industry are 31 per cent lower than men's. This disparity is caused, in part, by the fact that many women are untrained in the skills required in the more exacting, and consequently more remunerative, jobs.

Equality of education is also part of the "Basic Law of the Republic," and this law opens all educational institutions to girls and women. There is a continuing rise in the number of girls entering secondary and higher education from primary school. They constitute 40 per cent of the student body of junior colleges, and 36 per cent of them qualify for university enrolment at these colleges.

At the university level, medicine and teaching are still the choice of most female students, but pharmacy—where women now outnumber men in the choice of this career—and economics are subjects that are attracting larger numbers of female enrolments. The choice of a technical or engineering career is a rarity. Of the nearly one million university graduates in Germany today, almost one quarter are women, and approximately 70 per cent of them pursue their chosen career after graduation. The long-standing view that it is economically unsound to sponsor the training of women in the professions is untenable today, for it is becoming evident that the more skilled a women becomes in her profession, the more likely it is that she will continue or resume her career after marriage.

In academic teaching and research, only 6 per cent of all university teachers are women, and only 1.7 per cent achieve full professorships.

Female Share in Total Employment*

Description of Positions	*Number Available*	*Per Cent Shared by Women*
Domestic service	466,000	99.4
Professional and heavy duty cleaning	613,000	79.9
Social Work	35,000	71.4
Health Services	465,000	68.0
Hotels and restaurants	299,000	54.5
Offices	3,371,000	51.3
Education	374,000	49.5
Retailing and wholesaling	2,384,000	48.9

Percentage of Female Participation In Public Service Employment*

Federal Government and local offices thereof	23.4
State Governments and local offices thereof	29.5
City-State Governments and offices thereof	37.8
Municipalities and villages	34.2
Average	31.2
Government-owned business enterprises	14.1
Federal Railways	3.7
Postal and Telegraph Service	22.6
General Average	24.2

*Federal Republic of Germany. *The Position of Women in Career, Family and Society, 1966.*

Government Service

One fourth of all posts in the German municipal, state and federal governments are now filled by women, but as in other areas of employment, they hold few executive positions. Approximately 500, or 2.8 per cent, belong to the top category, and no woman has reached the position of Department Head or State Secretary. In the judiciary, one woman judge has been appointed to each of the Supreme Courts and the Federal Constitutional Court.

Politics

Since 1949, when the Republic was inaugurated, the majority of the electorate has consisted of women, but their membership in the ranks of the political parties has been very low. Their organizational strength is in the women's sections of trade unions and in national organizations like the National Council of Women, the Housewives' Association, the Association of University Women and the Association of Business and Professional Women. Some 80 of these nation-wide organizations claim a membership of six million. Their influence on the German mass media is quite strong.

The latest development in the status of West German women is the demand by parliamentary deputies for more responsible appointments for them, the same earning possibilities as men, and more opportunities for women with children to undertake part-time work. The Federal Government intends to continue its investigation on the status of women, with the aim of continually bettering conditions for this essential segment of the country's population.

50 Years of Service from the Canadian National Institute for the Blind

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

This year the Canadian National Institute for the Blind celebrates the 50th anniversary of its founding. The charter incorporating the CNIB under the Dominion Companies Act as a non-profit philanthropic organization "to ameliorate the condition of the blind and prevent blindness" was signed by the Secretary of State on March 30, 1918.

To mark this anniversary, a national training centre is being built in Toronto that is intended to serve as a training school both for blind persons and for persons with sight who are associated with CNIB.

As national president George C. Thompson has said, "The building and all it contains will stand as a symbol of appreciation to the public for their encouragement and financial support over our first 50 years of service."

The centre, which will operate the year-round, will provide vocational and pre-vocational training for blind persons seeking employment both inside and outside CNIB. In the pre-vocational courses, the program will supplement the adjustment training now under way in the divisions, and will assess candidates' aptitudes. Once the most suitable occupation is decided on, training required will be arranged for.

In another section of the centre, research will be carried on to discover new employment opportunities for blind persons.

As CNIB expands, new positions on the staff are opening up for both seeing and blind persons. Training to help candidates to keep pace with new developments will be provided at the new centre. Among those who will benefit will be advisory board chairmen and key volunteers, who will receive courses designed to prepare them for their CNIB responsibilities.

The institution, to be known as the A. V. Weir National Training and Vocational Guidance Centre, will include classrooms, lecture rooms, assembly hall, industrial training shop and administrative area in one wing. A second wing will provide residential facilities for 40 persons, and will include lounges, kitchen and dining room. A self-contained suite is being planned as a workshop for a course in housekeeping. Here blind teachers will study the art of training blind housewives in household skills and will themselves gain actual experience in home economics. Another service will be a summer seminar for prospective university students to assist in preparing them for attendance at university. A small library of braille and talking books used in the various courses will be included in the centre.

The centre, which will cost $950,000, is being built with funds provided through bequests, government assistance and gifts from private persons. No public campaign is planned.

"The centre will provide a program that will open new doors to the employable blind from coast to coast," said A. N. Magill, managing director. "It will also provide our staff and key volunteers with the skill they will need to keep CNIB service in step with the ever-quickening pace of our second half-century."

As another way of marking the anniversary, the CNIB plans to publish a history of the development of the organization.

CNIB is governed by a national council, which is a board of 45 volunteers elected annually from its eight divisions. Each division has a board of management also made up of volunteers who carry through on a provincial and community level the policies established by the national council. Each division is divided into districts, each of which is managed by an advisory board that is again made up of volunteers. Volunteers also provide many hours of service in reading to the blind and in transferring text books and other reading material to tapes or braille.

Also in connection with CNIB's 50th anniversary year, the American Association of Workers for the Blind, of which Mr. Magill is now president, will hold the 1968 convention in Toronto next July. This organization, made up of some 1,300 professional workers, some blind and some with sight, is concerned with the rehabilitation of blind persons in Canada and the United States; and the convention provides an opportunity for specialists to exchange ideas and develop new programs.

Blind Music Teacher

The first blind music specialist has been accepted by the Ontario public school system. She is a former student of the Ontario School for the Blind, and she holds her diploma and licentiate from the University of Toronto. During 1966-67, she successfully completed the teacher's training course at the Ontario College of Education, and she is now teaching music to all classes in a public school containing more than 350 pupils. She has put all her class material into braille to enable her to carry out her duties. Her success will help to open a new career to blind persons who are able to qualify.

Developing a New Spirit Through Teamwork

Labour-Management Consultation Branch

Is shop Chairman James Shaw "apple polishing" when he makes this statement: "I find management open-minded and co-operative," and then explains how he helped management "police" an employee who was heading for trouble?

"Definitely not," says Mr. Shaw, who is shop Chairman of Local 879, General Truck Drivers' Union, which represents 220 hourly-rated workers at the Brown-Forest Industries Limited in Hamilton, Ont. The company produces paper, cartons and 200 other paper products.

Mr. Shaw sits on the joint labour-management consultation committee, which doubles as the negotiating group in the plant. Not long ago, the committee learned of one employee who was crossing up his foreman by not getting his work done. Union committee members took it upon themselves to keep an eye on him. The plan worked. The man straightened out and kept his job.

The committee is achieving much success, both sides agree. Although it was established several years ago, the joint consultation committee achieved prominence only last year.

Gordon McNulty, the personnel manager, speaks for the new spirit: "Both management and union realize the value of communication to the company and to the individual." Comparing past and present achievements, Mr. McNulty has found, "you can't communicate without a committee."

The labour-management committee consists of three management and five employee members. Barney Beacroft, Business Representative of Local 879, also attends.

Topics to be discussed at the committee meeting usually include company policy, cost reduction, and questions relating to employees on the job. Labour and management representatives exchange lists of proposed agenda topics before each meeting.

Jack Nixon, Plant Superintendent, sees "definite production and waste improvement" since the committee was revitalized. When management considers a production change today, it discusses its ideas with the committee.

Recently, for example, the company debated the merits of a modification that would require the moving of machinery to achieve a more balanced work flow. But the first step was to discuss the idea with Mr. Shaw and another unionist from the committee. Then followed two meetings with the employees who would be affected by the change. The workers appointed two of their number to work with the industrial engineer and the foreman in arranging a new layout. They held four meetings in four days—and the entire operation, from the original union-management discussions to relocation of the plant machinery, was completed within 10 days.

Mr. Beacroft describes an "unusual" request brought to a committee meeting, which management accepted. Management agreed to pay $25 to an employee whose clothing had been partially damaged by acid burns while he was at work.

"It wasn't a grievance, just a complaint from the floor," explains Mr. Beacraft. "And the employees felt the company took a good view on it."

Mr. Shaw adds that such an approach by management "makes the employees feel they are wanted around here."

* * *

Relations between management and employees of the National Harbours Board of Saint John, N.B., have improved considerably since the formation of a labour management committee 10 years ago. The NHB is the port authority for Saint John, which handles about six million tons of cargo annually.

The committee has helped to develop an atmosphere in which management and union can work together effectively to deal with mutual problems. As Assistant Engineer Garnett Phinney explains it: "When I go out on the job, and there's a specific problem, I get suggestions from the men who work there. The barriers are down. They feel free to make suggestions." "I don't think we could get along without the labour-management committee," Mr. Phinney says. Although negotiations are as tough as ever, we "know each other better" because of consultation, he adds.

The National Harbours Board Employees' Federal Union, Local 24, represents 48 employees whose job is to maintain the year-round port. Its President, Lloyd McCumber says, "We've gained a lot through joint consultation."

The committee consists of three members each from union and management. Mr. McCumber heads the union team, with the other two alternating so that each attends two consecutive meetings.

The management side is made up of R. P. Fudge, administrative officer, Douglas Wilks, maintenance superintendent, and Mr. Phinney.

Suggested topics for meetings are submitted in advance in writing. This allows the persons to whom the questions are directed to work out a solution before the next meeting.

Last winter, for example, a union member found that the snow shovels were too heavy. He told the committee that lightweight, long-handled shovels not only require less energy, but also increase productivity. The committee agreed, and new shovels were distributed within two weeks.

Mr. Fudge has made a suggestion that should help the employees. He wants them to get together and buy their safety boots wholesale, rather than separately through retail outlets. Mr. Fudge believes that it would "stretch" the $8.00 a year allowance given employees who buy safety boots. The question is now under discussion between Mr. McCumber and a shoe company.

Age Restrictions in Hiring

Older Workers' Section
Department of Manpower
and Immigration

At a national conference on Manpower Training and the Older Worker, held at Washington, D.C. in January 1966, a panel and workshop examined the subject of "Age Restrictions in Hiring—Some Efforts to Overcome Them."

The conference was sponsored by the National Council on the Aging, in co-operation with the United States departments of labor and health, education and welfare. Later a 700-page report of the proceedings was published, and it included some of the findings of the workshop.

The panel agreed that the problem of the older worker in the job market was not so much the incidence of unemployment, but re-employment once a person became unemployed. Although the unemployment rate for workers aged 45 and over was lower than the unemployment rate for all age groups, the duration of unemployment for the older group was much higher.

Mrs. Caryl Holiber, of the Skill and Industry Surveys Branch, U.S. Department of Labor, described a study conducted in 1965 in five cities—Baltimore, Indianapolis, Kansas City, Memphis and Salt Lake City, whose parent states have no age-discrimination legislation.

The study consisted of interviews with employers to ascertain whether their hiring specifications had any provisions with reference to age, and if so, what made them set age limits. There was also an attempt to determine how many employers hired few or no older workers, even though they had no arbitrary, upper age limit policy.

The survey covered 540 establishments that had hired an aggregate of 89,000 workers during 1964. Of these, only 9 per cent were over 45 years of age. This was considered low, as about 27 per cent of all persons unemployed during that period of time were older workers. The survey showed that once a worker reached age 45, his employment opportunities contracted. This did not mean that older workers did not get jobs; what it meant was that they had to seek longer for the job, and sometimes had to take lower wages than before.

Mrs. Holiber pointed out that one of the study's most significant findings was that the availability of labour distinctly influenced the extent to which employers were willing to hire older workers.

One out of five employers failed to hire even one new worker over 45 years of age during the year. In half the companies, fewer than 5 per cent of the new employees were over 45. One out of five employers, however, hired at least 15 per cent of their new workers from the older age bracket. This situation existed despite the fact that employers consistently praised the performance, stability, dependability, responsibility, knowledge and experience, and adaptability and trainability of workers over 45—as long as they were working for them. Once these persons had to start knocking on the personnel office door, however, attitudes changed.

Establishments that stated emphatically, "We do not discriminate against age; we do not have an upper age limit for new employees," hired more older workers than companies that had no positive policy. The positive policy firms were those in which all hiring personnel had been instructed not to impose arbitrary age limits in their hiring. The existence of this positive attitude appeared to be more effective than the absence of any policy enunciation in those firms where hiring officials were free to employ persons of any age.

The study indicated differences in the attitudes shown toward older workers from industry to industry. The retail trade, hotels, personal and medical services, and governments had the best records in hiring older workers, whereas manufacturing industries appeared to have the worst. Among other differences, older workers are often given the less desirable jobs; their earnings in the retail trade, hotels, and personal and medical services are generally lower than earnings in manufacturing; and older workers tend to be hired at more advanced ages for hard-to-fill jobs.

The reasons given for not hiring older workers often seemed to bear little relationship to the requirements of the job. Inability to meet physical requirements was the most frequently mentioned excuse. Widely differing standards were applied, however. Whereas many employers restricted their hiring of older workers because of the physical requirements of particular jobs, others hired them for exactly the same jobs in spite of the physical requirements.

The findings of the survey indicate that where they are unrelated to the qualifications of workers applying for jobs, age specifications might be eliminated through the institution of positive "no age limit" policies, and through an abundance of jobs. Persuading employers to adopt such policies would likely be more feasible when there was a tight labour market. In that situation, employers tended to change their attitudes anyway, the survey noted.

Mrs. Holiber pointed out, in conclusion, that employment service offices in many areas of the country were attempting to stimulate a progressive attitude toward age specifications among employers. Local employment service representatives were working with employers, encouraging them to change their views in order to secure a worker supply. Once a firm adopted a positive policy with respect to "no age limits," asserted Mrs. Holiber, further advances could be made.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for two days during January. It granted six applications for certification, ordered the revocation of a previous certification and ordered one representation vote. During the month, the Board received ten applications for certification and allowed the withdrawal of one.

Applications for Certification Granted

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers employed by Eamer Daye Transport Ltd., Cornwall, Ont. (L.G., Jan., p. 38).

2. General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Empire Freightways Limited, Toronto, Ont., working in and out of its terminals at Saskatoon and Regina, Sask. and Winnipeg, Man. (L.G., Jan., p. 38).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers employed by J.M.F. Transport Ltd., Valcourt, Que. (L.G., Jan., p. 38).

4. Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of Royal Mail drivers employed by John A. Snow, Willowdale, Ont. (L.G., Feb., p. 102).

5. American Federation of Grain Millers, Local 210, on behalf of a unit of employees of The Ogilvie Flour Mills Company, Limited, Montreal, Que., employed in the company's flour mill at Midland, Ont. (L.G., Feb., p. 103).

6. Cape Breton Projectionists' Union, Local 848, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees employed at Radio Station CHER by CHER Broadcasters Ltd., Sydney, N.S. (L.G., Mar., p. 155).

Revocation of Certification Ordered

Upon consideration of the result of a vote by secret ballot of the employees of the Canadian Broadcasting Corporation, who were represented by the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada under a certification granted by the Board on August 6, 1953, the Board revoked the certificate of the said International Alliance as the bargaining agent of the unit of employees affected. The representation vote had been ordered by, and taken under the direction of, the Board, and its result satisfied the Board that the International Alliance no longer represented a majority of the employees of the Canadian Broadcasting Corporation in the unit for which it was certified (L.G., Dec. 1967, p. 752).

Representation Vote Ordered

Mrs. R. L. Adams, *et al.*, applicants, British Overseas Airways Corporation, respondent employer, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America), respondent union (L.G., Feb., p. 103). The Board ordered a vote of the clerical, office and sales staff at Montreal and Dorval, Que., following a public hearing of an application for revocation of certification affecting the above parties (Returning Officer: G. R. Doucet).

Applications for Certification Received

1. United Steelworkers of America, on behalf of a unit of employees of Giant Yellowknife Mines Ltd., Yellowknife, NWT (Investigating Officer: A. E. Koppel).

2. United Steelworkers of America, on behalf of a unit of employees of Cominco Ltd., Yellowknife, NWT (Investigating Officer: A. E. Koppel).

3. United Steelworkers of America, on behalf of a unit of employees of Cominco Ltd., Pine Point, NWT (Investigating Officer: A. E. Koppel).

4. United Steelworkers of America, on behalf of a unit of NWT employees in the Mining Services Division of Inspiration Limited (formerly Boyles Bros. Drilling (Alberta) Ltd.) Edmonton, Alta. (Investigating Officer: A. E. Koppel).

5. *Syndicat National des préposés à l'entretien du chemin de fer de Q.N.S.L.R. de Sept-Iles* (*CSN*), on behalf of a unit of maintenance-of-way employees of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: R. L. Fournier).

6. United Steelworkers of America, Local 564, on behalf of a unit of employees of Cassiar Asbestos Corporation, Clinton Creek, YT, consisting of workers employed in mining and cookhouse classifications (Investigating Officer: C. M. Gilmour) (for the withdrawal of an earlier application affecting a unit of employees comprising those employed in mining classifications, see Applications for Certification Withdrawn, below).

7. United Steelworkers of America on behalf of a unit of employees at the Beaverlodge operation of Eldorado Mining and Refining Limited, Eldorado, Sask. (Investigating Officer: A. E. Koppel).

8. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Gordies' Trucking Ltd., Whitehorse, Y. T. (Investigating Officer: C. M. Gilmour).

9. United Steelworkers of America on behalf of a unit of maintenance-of-way employees of the Quebec North Shore and Labrador Railway, Sept-Iles, Que. (Investigating Officer: R. L. Fournier).

10. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees at the Sault Ste. Marie terminal of Lakehead Freightways Limited, Port Arthur, Ont. (Investigating Officer: H. A. Fisher).

Applications for Certification Withdrawn

United Steelworkers of America, Local 564, applicant, and Cassiar Asbestos Corporation, Clinton Creek, Y.T., respondent.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During January, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Northern Wings Limited, Sept Iles Airport, Que., and the International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

2. Hull City Transport Limited and Hull Metropolitan Transport Limited, and Division 591, Amalgamated Transit Union (Conciliation Officer: R. L. Fournier).

3. The Shipping Federation of Canada, Inc., Montreal, Que., and the International Longshoremen's Association, Local 375, Montreal (Conciliation Officer: C. E. Poirier).

4. The Shipping Federation of Canada, Inc., Montreal, Que., and the International Longshoremen's Association, Local 1552, Montreal (Conciliation Officer: C. E. Poirier).

5. The Shipping Federation of Canada, Inc., Montreal, Que., and the International Longshoremen's Association, Local 1657, Montreal (Conciliation Officer: C. E. Poirier).

6. The Shipping Federation of Canada, Inc., Montreal, Que., and the International Longshoremen's Association, Local 1846, Trois Rivieres, Que., (Conciliation Officer: C. E. Poirier).

7. The Shipping Federation of Canada, Inc., Montreal, Que., and the International Longshoremen's Association, Local 1605, Quebec City (Conciliation Officer: C. E. Poirier).

8. The Shipping Federation of Canada, Inc., Montreal, Que., and the International Longshoremen's Association, Local 1739, Quebec City (Conciliation Officer: C. E. Poirier).

9. Lakehead Terminal Elevators' Association (representing certain companies) Winnipeg, Man., and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: A. E. Koppel).

10. Foundation Maritime Limited, Halifax, N.S., and Local 343, Canadian Brotherhood of Railway, Transport and General Workers (unlicensed and shore personnel) (Conciliation Officer: D. T. Cochrane).

11. McNeil Transport Limited, and Hurley Transport Company Limited, Brockville, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Kenneth Hulse).

12. National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (cold storage warehouse and refrigeration engineers) (Conciliation Officer: R. L. Fournier).

Settlements by Conciliation Officers

1. Canadian Arsenals Limited (small arms division) Long Branch, Ont., and District 6, United Steelworkers of America (Conciliation Officer: T. B. McRae) (L.G., March, p. 156).

2. Ottawa Transportation Commission and Division 279, Amalgamated Transit Union (Conciliation Officer: J. S. Gunn) (L.G., March, p. 156).

3. Midland Superior Express Limited, Rexdale, Ont., and Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L.G., March, p. 157).

4. Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe) (L.G., Aug. 1967, p. 498).

5. Cadwell Marine Limited, Niagara Falls, Ont., and Seafarers' International Union of Canada (Conciliation Officer: T. B. McRae) (L.G., June 1967, p. 364).

6. St. Charles Transportation Company Limited, Quebec, Que., and Canadian Marine Officers' Union (Conciliation Officer: G. R. Doucet) (L.G., Feb., p. 104).

Conciliation Boards Appointed

1. Northern Telephone Limited, New Liskeard, Ont., and District 10, Communications Workers of America (L.G., March, p. 157).

2. Hull City Transport Limited and Hull Metropolitan Transport Limited, and Division 591, Amalgamated Transit Union (see above).

3. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Locomotive Firemen and Enginemen (no Conciliation Officer previously appointed).

4. National Harbours Board, Montreal Harbour, and National Syndicate of Montreal Harbour Office Employees (L.G., Feb., p. 104).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in December to deal with a dispute between McAllister Towing Limited, Montreal, Que., and Canadian Marine Officers' Union, (L.G., March, p. 157), was fully constituted in January with the appointment of T. C. O'Connor of Toronto, as Chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Claude Lavery, Q.C., Montreal, and union nominee Robert Cook, Ottawa.

2. The Board of Conciliation and Investigation established in November 1967 to deal with a dispute between the Canadian Broadcasting Corporation and the Canadian Wire Service Guild, Local 213, American Newspaper Guild (L.G., Feb., p. 104) was fully constituted in January

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

with the appointment of Judge René Lippé of Montreal, as Chairman. Judge Lippé was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Raymond Caron, Q.C., and union nominee Louis-Claude Trudel, both of Montreal.

Board Reports Received*

1. Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man., and the Association of Flin Flon Trade Unions (L.G., Feb., p. 104).

2. Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Dec. 1967, p. 754).

Settlement after Board Procedure

Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., March, p. 157).

Conciliation Board Not Appointed

Monarch Transport Limited, Edmonton, Alta., and Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 39).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

*Full texts published in L.G. Supplement No. 1, 1968.

50 Years Ago

Continued from page 199

"caused a great lengthening of the average hours of labour, and on June 15, 1915, it was stated by the secretary of the National Union of Railwaymen in the House of Commons that, since the war broke out, the men had been working 20, 30, 40 and up to 46 and 48 hours a turn, many becoming ill from overwork.

"Very little complaint was made by the men on account of the increased hours and overtime, but, in the summer of 1917, the Associated Society of Locomotive Engineers and Firemen launched an eight-hour movement accompanied by a strike threat."

The Government settled the trouble this time by giving a pledge that it would retain control of the railways for a time after peace was made, so that if the men then put forward a request for shorter hours, the matter could be dealt with while control was still in effect, and that in such a case any reasonable request of the kind would get sympathetic consideration.

On the outbreak of war, it had been expected that the men would have made demands for higher wages, in which case the companies admitted that some concessions would have to be made. But the men refrained from pressing demands, and they also agreed to postpone consideration of questions that they had already given notice of their intention to raise.

The steady rise in the price of food, however, made the wage question a pressing one, and demands were made by the railwaymen for wage increases or bonuses or, as an alternative, that the Government would take some action to control the price of foodstuffs. On five occasions, "wage concessions" were made. Between February 1915 and August 1917, wages of railwaymen engaged in "manipulation of traffic" were increased by bonuses, given at intervals, that altogether amounted to a substantial total; and on August 1, 1917, these bonuses were converted into a permanent addition to wages. Shopmen were given similar treatment.

This journal's article said that when women were first introduced into the railway service to replace men taken for the war, "their wages were lower than what had been paid to the men; but after protests had been lodged against this both by the women and the men, an agreement was made by which the women were to receive the lowest men's pay for similar work." When bonuses were given to the men, the women demanded similar bonuses, which were at first refused but later granted. These bonuses were also converted into an addition to wages at the same time as this was done for the men.

Legal Decision Affecting Labour

The Supreme Court of Canada has upheld an injunction order requiring employees on strike in breach of their agreement and the Manitoba Labour Relations Act to return to work.

Legislation Branch

The Supreme Court of Canada decided unanimously on October 3, 1967, to dismiss an appeal against an injunction enjoining not only the picketing of a construction site, but also the strike action that resulted from the picketing. The Court considered the question of law involved, accepting the facts to be as found by Mr. Justice F. M. Bastin, who granted the injunction, and by the Manitoba Court of Appeal, to whom appeal was made without the case actually coming to trial.

Case History

The facts of the case were recalled by Chief Justice Cartwright, who delivered the decision for the Supreme Court.

Around September 20, 1965, the business agent of the Winnipeg Glass Workers' Union, Local 1554, Brotherhood of Painters, Decorators, and Paper Hangers of America, found out that non-union glaziers were working on the construction site of the Royal Bank office building in downtown Winnipeg. The non-union workers were employees of Arthur Rempel Ltd., a subcontractor of Seal Dow Ltd. which, in turn, was a subcontractor of the Poole Construction Limited, a general contractor in the construction project. Poole Construction was a member of the Winnipeg Builders' Exchange, which is the respondent in the case at bar.

The Glass Workers' business agent informed the business agent of Local 254, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, of the situation. Neither of these two unions had collective agreements with Rempel, Seal Dow, or Poole; on September 21, however, both business agents met with a district manager of Poole Construction in order to advise him of the circumstances, stating that members of trade unions normally object to working with non-union employees, and that the presence of such employees could lead to difficulty on the job site.

On October 1, the Glass Workers' business agent approached Arthur Rempel, the President of Arthur Rempel Ltd., and insisted that Rempel advise his employees to contact the Glass Workers' Union at a fixed date for the purpose of joining the union. The business agent further insisted that Arthur Rempel Ltd. sign a collective agreement with his union. Rempel reported that his company would not force its employees to join the union. The agent therefore informed him that if the company did not co-operate, it could expect trouble.

In the early morning of October 5, the Glass Workers' business agent set up a picket line at the entrance to the construction site. He carried a placard which stated "There are non-union glaziers on this project." One person crossed the picket line, but a complete stoppage of work was effected, involving employees who were members of three other unions. All three of these unions — the International Brotherhood of Electrical Workers, the United Brotherhood of Carpenters and Joiners of America, and the International Hod Carriers, Building, and Common Labourers' Union of America (now Laborers' International Union of North America) — had collective agreements, either with subcontractors of Poole Construction or with the General Contractors' Section of the Winnipeg Builders' Exchange. All of these agreements included clauses prohibiting work stoppages during their duration.

Later in the morning of October 5, the business agents of the Electrical Workers and of the Plumbers and Pipe Fitters were present on the site. When the Electrical Workers' agent was reminded that the electricians were bound by a collective agreement and was asked whether they would abide by it, he failed to give a definite answer. At about 11.30 a.m. the picket line was withdrawn and the electricians went to work.

The next day, October 6, the Glass Workers' agent, along with one or two other men, established a picket line, and all employees refused to report for work or to cross the line. Late in the afternoon of the same day, an *ex parte* injunction was granted by Mr. Justice F. M. Bastin. The Glass Workers' business agent picketed the site again on the next morning, but by 8.30 a.m. the employees gradually resumed work.

The order of Mr. Justice Bastin enjoined the five unions involved, the business agents of each of these unions, and 26 carpenters and labourers. Moreover, after affidavits had been produced by both sides in a hearing held on October 21, 1965, Mr. Justice Bastin continued the interlocutory injunction, which he had

granted on October 6, until the action could come to trial.

In the Supreme Court judgment, Chief Justice Cartwright summarized the findings of Mr. Justice Bastin:

> In his reasons for judgment Bastin, J. after setting out the contents of a number of the affidavits filed in support of the application before him and of all the affidavits filed by the defendants reached the following conclusions as to the facts: (i) that [the business agent] and members of the Glass Workers' Union had brought the building project to a complete halt for the purpose of compelling Arthur Rempel Ltd. to coerce its employees into joining the Glass Workers' Union; (ii) that the employees who are individual defendants had acted in concert in ceasing to work until the picketing ceased and had done so for the purpose of collaborating with the members of the Glass Workers' Union in their attempt to coerce the glaziers employed by Arthur Rempel Ltd. to join that union; and (iii) that this conduct on the part of the individual defendants constituted a strike as being a cessation of work in concert for the purpose of compelling their employer to agree to a condition of employment viz. that there should be no non-union workers employed on the project.

On these facts, Mr. Justice Bastin had decided that the Glass Workers' agent acted illegally and that the work stoppage by the individual employees constituted an illegal strike. It would have to be left until trial to discern whether or not the defendant unions had authorized the conduct of the individual employees. Moreover, in his reasons issued after the hearing, Mr. Justice Bastin stated:

> Since the unions now claim to have disapproved of the work stoppage, it is no hardship for them to be included in the list of those who are enjoined since, without being named, they are forbidden by law to aid or abet those who are enjoined from committing a breach of the injunction.

All of the enjoined parties appealed the injunction to the Manitoba Court of Appeal. In the decision of that Court, the majority held that the appeal of the Plumbers' Union should be allowed, because it had no collective agreement between it and any party associated with the Winnipeg Builders' Exchange; because of his personal participation in the matter, however, the appeal of the Plumbers' Union business agent was dismissed. Otherwise, the injunction order was affirmed by the majority. The dissenting judge, Mr. Justice Freedman, would have allowed the appeals of all except the Glass Workers' business agent.

Preliminary Arguments before Supreme Court

At the opening of the appeal before the Supreme Court of Canada, counsel for the Winnipeg Builders' Exchange moved that the appeal be quashed because: (1) the Supreme Court has no jurisdiction to hear the appeal, because the judgment that was sought to be appealed does not come within the words "any final or other judgment" in Sec. 41(1) of the Supreme Court Act; and because (2) the injunction granted by Mr. Justice Bastin is spent, and the question whether or not it should have been granted has become academic.

The Court dismissed this motion. Chief Justice Cartwright said that the words of Sec. 41(1) are wide enough to embrace any judgment of the Manitoba Court of Appeal that was pronounced in a judicial proceeding. The argument that the Supreme Court of Canada can grant leave of appeal only in respect of a final judgment or "other judgment akin to a final judgment" was therefore rejected.

The argument that the question of whether the injunction should have been granted or not was now of academic interest was answered in greater detail by Chief Justice Cartwright. He referred to the statement made by Mr. Justice Bastin on March 16, 1967, when an application to dissolve the injunction was made by the enjoined parties.

> The building, the construction of which was allegedly being impeded by defendants' actions, has long since been fully completed. There is nothing to be enjoined. By passage of time and the happening of events, defendants are no longer prevented by the injunction from doing anything. The injunction is spent and without further effect.

In such circumstances, it is usually the established practice of the Court to refuse to entertain an appeal. In the view of Chief Justice Cartwright, leave was granted because there existed "a question of law of great and nation-wide importance." There had been a difference of opinion in the Manitoba Court of Appeal on this question, but, Chief Justice Cartwright said, "it was unlikely that unless leave were granted in this or a similar case it would ever be possible to bring that question before this Court for determination."

The Chief Justice made it clear that the Supreme Court should not concern itself with the question whether the inferences of fact drawn by Mr. Justice Bastin or by the majority of the Manitoba Court of Appeal were warranted by the evidence; the facts might be found to be different if the case went to trial. The Chief Justice stressed that the proper course to be followed would be for the Supreme Court to answer the question of law that arises on the facts as found by the majority of the Court of Appeal.

Question of Law

There was no difference of opinion in the Manitoba courts as to whether the business agent of the Glass Workers' Union was properly enjoined; in fact, the agent did not appeal to the Supreme Court. Chief Justice Cartwright affirmed this decision of the courts below and relied on the arguments of those courts for the decision to enjoin the business agent.

The Glass Workers' Union itself appealed the injunction, because it, too, was enjoined on the ground that, in the opinion of the majority, the union's agent was acting on its behalf. The Chief Justice expressed the opinion that, had he been dealing with the matter in the first instance, he might not have enjoined the Glass Workers' Union; he did not wish to question the facts as found, however, so he affirmed the injunction against the union as well.

The main question before the Supreme Court was whether, on the facts as found, Mr. Justice Bastin was right in law in ordering that the enjoined parties be, as it was put in the formal injunction order,

> enjoined and restrained until the trial or other final disposition of this action, from declaring, authorizing, counselling, aiding or engaging in conspiring with others either direct or indirectly to bring about or continue an unlawful strike with respect to the employment of employees with the plaintiff Poole Construction Limited or its subcontractors in combination or in concert or in accordance with a common understanding.

The difference of opinion in the Manitoba Court of Appeal was represented by the dissent of Mr. Justice Freedman. He would have set aside the above quoted part of the order because of two objections.

First, the evidence was insufficient to show that, in refusing to work, the unions, their agents, and individuals who refused to cross the picket line were acting in concert. Chief Justice Cartwright did not consider this objection in any detail, because of the stated position of the Supreme Court not to depart from the view of the facts taken concurrently in both Manitoba Courts.

Second, the order, in essence, tells the workmen who were enjoined that they must not strike—that they must continue to work on the Royal Bank job. He stated that such an order is contrary to a well-founded policy of the courts not to direct what is in effect a specific performance of a contract for personal service. If the conduct of these men was wrongful or in breach of contract, Mr. Justice Freedman contended, then other forms of redress were open to the employer. An injunction compelling continuance on the job is not a proper remedy.

He also discussed the case of *Winnipeg Builders' Exchange et al. v. Operative Plasterers' and Cement Masons' International Association et al.* [L. G. 1965, p. 538] which Mr. Justice Bastin had used in support of his injunction order. This case, according to Mr. Justice Freedman, was distinguishable from the case at bar. In addition, he considered the circumstance that three of the enjoined unions had clauses in their collective agreements to the effect that they would not strike or slow down work. He did not think that these provisions of the agreements represented 'negative covenants,' the breach of which would give rise to an injunction order. Mr. Justice Freedman stated:

". . . Such a negative covenant arises, for example, where a person binds himself to serve the other party to the contract exclusively during its term. If in breach of his covenant he seeks to work for someone else, say a competitor of his employer, he can be restrained. But the effect of the injunction in such a case may be described thus: 'You have agreed not to work for anyone other than your employer, A, during the period of the contract. So you must not work for B.' The important thing to note is that the injunction does *not* say: 'You must continue to work for A.', for that would in effect be ordering specific performance of a contract for personal service. Cases like *Lumley v. Wagner* (1852) 1 De G.M. & G. 604; 42 E.R. 687, and *Warner Bros. Pictures Inc. v. Nelson* (1963) 3 All E.R. 160; 106 L.J.K.B. 97, illustrate the nature and scope of an injunction which is granted to restrain the breach of an express negative covenant of that character. These cases show that the injunction is limited in the manner I have indicated.

"It would be a strange thing if it were otherwise. An injunction to restrain improper picketing is one thing. An injunction in effect to compel workmen to continue to work for a particular employer, on pain of going to jail for its breach, is quite another. Such an injunction is so far-reaching in its consequences that occasions for resort to it are likely to be rare indeed."

According to Chief Justice Cartwright, Mr. Justice Freedman stated as a principle of law that, when a group of employees engage in concert in an illegal strike forbidden by both the statute and the terms of the collective agreement by which their employment is governed, the courts must not enjoin them from continuing the strike, and that the employer must resort to forms of redress other than an application for injunction.

In the view of Chief Justice Cartwright, the principle stated in Mr. Justice Freedman's opinion is not a correct statement of the law. He agreed that the courts will not issue an injunction if it will result in the enforcement of the specific performance of a contract not otherwise enforceable, and that a contract for personal services will not be specifically enforced. But the Chief Justice rejected the *Lumley v. Wagner* precedent, agreeing with the majority of the Manitoba Court of Appeal that "the complexity of labour-management relations in a highly industrialized civilization was presumably not even thought of" when that case was decided in 1852. He said, moreover, that

> in *Winnipeg Builders' Exchange et al. v. Operative Plasterers' and Cement Masons' International Association et al.*, the granting of an interim injunction which, *inter alia*, restrained the defendants from engaging in an unlawful strike was upheld in a unanimous judgment of the Court of Appeal for Manitoba after a full consideration of the submission that the Court ought not to affirm an order which had the effect of compelling employees to return to work. . . . In my opinion the judgment of the Court of Appeal in that case correctly states the law.

The Chief Justice summarized the Supreme Court's conslusions in these words:

"In my view the purposes of the Labour Relations Act [of Manitoba] would be in large measure defeated if the Court were to say that it is powerless to restrain the continuation of a strike engaged in direct violation of the terms of a collective agreement binding on the striking employees and in breach of the express provisions of the Act. . . .

"Undoubtedly, as Freedman, J. A. points out, an effect of the order which has been upheld by the Court of Appeal in the case at bar was to require the striking employees to return to work. In my opinion that constituted no error in law; to hold otherwise would be to render illusory the protection afforded to the parties by a collective agreement and by the statute.

"It is true that an employer whose operations are brought to a standstill by an illegal strike, or a union whose employees are rendered idle by an illegal lockout, may bring an action for damages or seek to invoke the penal provisions of the Labour Relations Act, but the inevitable delay in reaching a final adjudication in such procedures would have the result that any really effective remedy was denied to the injured party."

Decision

On the basis of the law, and accepting the facts as found by the lower courts, Chief Justice Cartwright dismissed the appeal of the injunction with costs. *International Brotherhood of Electrical Workers, Local 2085 v. Winnipeg Builders' Exchange et al.*, The Supreme Court of Canada, October 3, 1967, 67 CLLC, para. 14,053; (1967) 61 WWR 682.

Wage Schedules Prepared In December

During December, the Department of Labour prepared 142 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition and certain services.

In the same period, 147 contracts in these categories were awarded. In addition, 130 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in December for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	64	$15,902.00
Post Office	3	6,769.50
Transport	2	12,717.39

During December, the sum of $8,267.80 was collected from 12 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 205 workers concerned.

Kaiser employees to share in productivity savings

Employees of the Kaiser Steel Corporation have approved revisions in the 1963 Kaiser long-range sharing plan, whereby workers share in the cost savings achieved by higher productivity (L. G. 1963, p. 6).

Members of the United Steelworkers of America voted 3,293 to 1,763 to renew the plan. It is expected that, under the revised plan, the company will increase its share of the cost of the wage and fringe benefits, thus netting the workers monthly cash bonus increases of 25 cents an hour or more.

The revised contract took effect after the previous one expired on January 31 and is expected to equitably divide the gains of rising productivity without periodic strike crises.

Claimants at End of November

Increase From October Total

At the end of November 1967, claimants for unemployment insurance benefit, totalled 336,600, an increase of 39 per cent from the 242,500 recorded on October 31, and 26 per cent from the 266,300 recorded on November 30, 1966.

Eighty per cent of the increase from the October 31 total was accounted for by male claimants, whose numbers increased by 50 per cent. Males accounted for 70 per cent of the increase from the November 30, 1966 total.

Included in the number of claimants at the end of November were approximately 6,900 who qualified for seasonal benefit. A year ago, there were about 4,500 in this category.

Of the claimants recorded on November 30, sixty per cent were in the category of one-to-four-weeks on claim; three quarters of these were males. Whereas the number of claimants increased by 39 per cent compared with the previous month, those on claim for from one to four weeks increased by 65 per cent. Males in this category increased by 75 per cent and females by 40 per cent.

Initial and Renewal Claims

A total of 193,500 initial and renewal claims for benefit were filed in local offices across Canada during November, compared with 114,900 in October, and 152,700 a year ago. Ninety-five per cent

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

of the November claims represented separations from employment during the month. The significant increase over October in the number of initial claims filed is usual, and can be attributed, in part, to claims being filed in anticipation of the commencement of the seasonal benefit period during the week in which December 1 occurs; layoffs in the transportation industry also were a contributory factor.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during November was estimated at 174,300, compared with 138,500 in October and 118,100 in November 1966. Benefit payments totalled $19.9 million in November, compared with $15.5 million in October and $14.3 million in November 1966. The average weekly benefit payment was $25.36 in November, 2 per cent more than the $24.86 in October, and 5 per cent greater than the $24.19 in November 1966.

Provincial Data

Increases over the previous month in the month-end claimant count were general throughout the country. Though numerically small, increases in the Atlantic and Prairie Provinces were relatively large. Quebec accounted for over one third of the increase. A similar pattern was exhibited in the month-over-month increase in 1966.

Year-over-year increases were reported in all provinces except the Atlantic where, with the exception of Nova Scotia, the claimant count decreased. In each of the Atlantic Provinces, the number of male claimants was lower this year.

Summary Table

Activity	Nov. 1967	Oct. 1967	Nov. 1966	Cumulative Data: January to November	Cumulative Data: 12 months ending November
	(in thousands)				
Insured population as at month-end	—	4,734	4,606	—	—
Initial and renewal claims filed					
Total	194†	115	153	1,546	1,798
Initial	141†	79	113	1,131	1,327
Renewal	52†	36	40	415	471
Claimants currently reporting to local offices	337	242	266	355*	361*
Beneficiaries (weekly average)	174	139	118	269*	266*
Weeks compensated	784	623	590	12,833	13,737
Benefit paid	$19,886	$15,494	$14,287	$326,065	$348,492
Average weekly benefit	$ 25.36	$ 24.86	$ 24.19	$ 25.41	$ 25.37

*Monthly average.

†Discrepancy between totals and sub-totals due to rounding.

Employment and Unemployment In January

Employment declined by an estimated 244,000 to 7,100,000 between December and January, but was 117,000 higher than a year ago.

The labour force, at 7,564,000, was 133,000 lower than in December, and 200,000 or 2.7 per cent higher than a year earlier.

Unemployment increased by 111,000 during the month from 353,000 in December to 464,000 in January, and was 83,000 higher than in January 1967.

Total unemployment in January represented 6.1 per cent of the labour force, compared with 5.2 per cent in January 1967, and 5.1 per cent in January 1966.

Employment

Employment, at 7,100,000, decreased by 244,000 between December and January.

Compared with a year earlier, total employment increased by 117,000 or 1.7 per cent. The largest increases were in community, business and personal service (136,000) and the largest declines were in trade (82,000), manufacturing (54,000), construction (51,000) and agriculture (28,000).

As in previous months, employment was substantially higher than a year earlier in British Columbia. Employment gains also took place in the Atlantic Region, Ontario and the Prairie Provinces. In Quebec, the employment level was slightly lower than in January 1967.

Unemployment

Unemployment, at 464,000, was 111,000 higher than in December 1967 and 83,000 higher than in January 1967.

Of the 464,000 unemployed in January, about 81 per cent had been unemployed for less than four months. Of the remainder, 88,000 or 19 per cent had been unemployed for four months or more.

Decision of the Umpire

Under the Unemployment Insurance Act

CUB 2726

The claimant, a married woman with seven children, applied for benefit and registered for work as a labourer. She was last employed as a labourer by a fruit packing company located 12 miles from her home. She had worked for the company for four months at a wage of 80 cents an hour. She gave as the reason for her separation from employment, "Discharged—lack of transportation for winter months."

On December 30, the employer reported that the claimant had stayed at home, although work was available for her if she wanted it.

The claimant informed the local office that she was available for work within "reasonable range of home," that she had no transportation, and that she would accept factory work at a wage of 80 cents an hour, or at the prevailing rate, if that were less. A reviewing officer commented that the company with which she had been working was the nearest place where factory work was obtainable.

The insurance officer subsequently notified the claimant that she was disqualified from receiving benefit because she had failed to prove that she was available for work under the Act. He stated that her file showed she had restricted her availability for work by classifying herself as a factory worker when she knew that the nearest place of employment was the factory where she previously worked, and to which she could not return because of lack of transportation. She was also disqualified because she had voluntarily left her employment without just cause under the Act, the officer said.

The claimant appealed to the board of referees against her disqualification. In its unanimous decision, the board outlined the facts of the case. Until the claimant decided to give up her job, she had been travelling to work, via a pool arrangement, in a car whose owner charged 50 cents a day for transportation. When the owner decided to leave her job, the claimant was left without the means of getting to work, as there was no bus service.

The board found that the claimant had not proved she was available for work, because she had restricted her availability to factory work, when the nearest factory was 12 miles away, and she had no means of getting there or back. The board said that a number of decisions of the Umpire had held that a claimant who could not take employment immediately because of lack of winter transport was not available for work (CUB 1886, for example). The claimant, therefore, could not be said to be available for work within the meaning of the Act.

But on the second ground of disqualification—that of voluntarily leaving her employment without just cause—the board held that the claimant had shown just cause, in that transportation had ceased to be available, the cost of boarding nearer her work was too high in relation to the wages paid, and her presence at home at night was required.

The board, therefore, dismissed the claimant's appeal on the first count and confirmed the suspension of benefit. But on the second count, the claimant's appeal was allowed, and the disqualification and suspension of benefit imposed by the insurance officer was rescinded.

The claimant subsequently applied to the chairman of the board of referees for leave to appeal to the Umpire on the grounds that the board of referees had been in error in finding that she was not available for work from and after the date on which she left her previous employment. Permission to appeal was granted because it was thought that there might be room for difference of opinion about the degree of importance to be attached to the lack of transportation in considering the question of the claimant's availability for work.

In submitting observations to the Umpire, the insurance officer quoted decisions in CUBs 797, (L. G. 1952, p. 793), 996, and 1866, in which a claimant was held to have failed to prove availability for work when he had been separated from employment because of lack of transportation between his home and the nearest place where he could find employment. In CUB 2599, the Umpire had also ruled that it was the claimant's responsibility to arrange for transportation in order to be ready and available for immediate work.

A Member of Parliament, acting on behalf of the claimant, asked the Umpire for a hearing, and this was held in Ottawa. The gist of the MP's statement was that no bus service or other means of public transportation was available to the claimant. Until three months previously, he said, no taxi service had been available, and in any case the cost of using a taxi would have been prohibitive. The regional claims officer, in reply to an inquiry from the head office of the Commission, in effect confirmed this information.

Considerations and Conclusions

According to long established jurisprudence, availability for work implies not only that a claimant is willing and able to work, but also that he is ready and in a position to accept immediately any offer of suitable employment. This in turn presupposes unrestricted exposure to the normal labour market in the geographical area in which he offers his type of services.

In the instant case, it would appear that the claimant was willing and able to work. However, the evidence on record makes it abundantly clear that, because of a complete lack of appropriate means of transportation, she was entirely cut off the labour market. This is amply demonstrated by the information which was obtained, at the Umpire's request, subsequent to the hearing of the case.

In view of the foregoing, I have no alternative but to confirm the unanimous decision of the board of referees.

As a consequence, I decide to dismiss the claimant's appeal.

Cases Nos. 96 to 99

Canadian Railway Office of Arbitration

Releases Decisions in Four Disputes

Four separate disputes, concerning sixteen time claims, interpretation and application of an article of a collective agreement, a claim for runaround, and claims for payment of normal mileage, were heard by the Canadian Railway Office of Arbitration at hearings in Montreal on December 11, 1967.

The arbitrator, J. A. Hanrahan, disallowed the four claims. Summaries of the four cases, Nos. 96, 97, 98 and 99, follow:

CASE NO. 96

Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Locomotive Engineers concerning the claim of an engineer for an alleged runaround by another engineer.

In the Prairie Region, a certain engineers' pool is maintained at a station to protect unassigned service on one subdivision, although the station is located on a second subdivision. Because both subdivisions were smaller than the average size, and because of the traffic pattern prevailing at the time, the operation of two separate pools, previously operated, proved unsatisfactory both to the company and to the men. By mutual agreement, one pool was established to work in turn, either one or the other of these two subdivisions.

One morning, the four leading engineers on the list went in different directions. One engineer, the second on the list, was ordered for and operated in short turnaround service out of one subdivision, which was the initial point. He was ordered for 6 a.m. and departed from the other main track switch at 6.30. He ran west for a distance of 16.4 miles and then returned to the subdivision, from which point he departed at 10.55 to run east for a distance of 12.6 miles into the second subdivision, and return.

When the engineer returned to the subdivision the first time, at 10 a.m., another engineer had stood first out on the list and, according to the claim, he should have been assigned to the eastward run. The second engineer submitted a claim for payment of a runaround. The company denied payment.

In the hearing at the Canadian Railway Office of Arbitration in Montreal, several articles of the collective agreement were read to support the arguments of both the brotherhood and the company. They read in part:

1. Pooled engineers will run first in first out, except as otherwise provided.

2. Under certain circumstances, outlined in the agreement, a pool engineer may be run around without penalty to the company.

3. An engineer will not be run off the subdivision to which he is assigned, except in a traffic emergency, and then only for one trip.

4. Engineers assigned to road switcher service will perform all service required, and may be run in and out and through their regular assigned terminals, without regard for rules, defining completion of trip . . . .

5. In short turnaround service between terminals and turnaround points, miles and junction-switching combined, or hours, whichever is the greater, will be paid on each leg of the run; all time from arrival at turnaround point to departure, and all time at final terminals, from the time of making the first stop until 15 minutes after the engine is placed on shop track will be paid on the minute basis. A minimum of 100 miles will be allowed. All time at terminals before commencement of trip will be paid, in addition to the guaranteed mileage. Engineer will not be used out of initial point after completing a day of 100 miles, or after having been on duty eight hours, computed from the time of departure from the outer main track switch or designated point on the initial trip, except as a new day.

6. The master mechanic with the engineers' committee will decide which subdivision will be considered preference out of their respective stations.

7. At the general change of timetable, all assignments will be bulletined on the seniority district. Senior engineers shall have preference in all classes of service at any station to which his seniority entitles him, and must stay on the run chosen throughout the period the timetable is in effect. . . .

The second engineer submitted his claim for payment on the basis that he was not assigned to take the second run, eastward, although he was first out on the list. Thus, the brotherhood claimed, when the first engineer finished his work on the first subdivision and was run through his home terminal to work on the second subdivision, it was a violation of the collective agreement.

Pointing to the fact that all road work is subject to terminal rights, and that a subdivision is the trackage between two terminals, the brotherhood suggested that the company's recognition of the necessity for a special provision to permit a runthrough of a terminal was indicated by the negotiation and inclusion of a special clause in the collective agreement, mentioned in paragraph 4 above.

The company claimed that the operation in question came within the provisions of the clause of the collective agreement that is mentioned in paragraph 5. The company said that this provision contains no restrictions as to the number

of turnaround trips that may be made, nor is there any restriction in respect of direction of the movements out of the initial point. The only restriction, the company argued, is that an engineer will not be used out of the initial point after having completed a day of 100 miles or having been on duty eight hours. It argued that this indicated an engineer in short turnaround service who has not completed a day of 100 miles or has been on duty eight hours can be used out of the initial point on a subsequent trip or trips in a continuous tour of duty.

The brotherhood agreed that, although there had not been a formal compliance with this requirement, the mutual agreement regarding the maintenance of one pool was not an element bearing on this determination.

In the opinion of the arbitrator, the question to be answered is therefore reduced to whether this event can be said to have been in violation of the clause mentioned in paragraph 3.

The company maintained that the distinction to be drawn in that regard is that the work in question was not assigned, and that the term "assigned" refers only to a successful bid for a bulletined assignment. The work in question was performed by persons in unassigned service.

The arbitrator noted that, if in fact the clause refers only to engineers on assigned runs, its protective value would not extend to persons in unassigned service. He said that the words "and then only for one trip" lend strength to the argument that what is contemplated is the maintenance of the pattern of the bulletined assignment of an engineer on a particular subdivision. A thorough reading of the collective agreement by the arbitrator disclosed no similar provision that referred to persons in unassigned service. Furthermore, there was only one trip worked during this assignment.

In addition, the collective agreement provided protection for the first engineer, the arbitrator said. In cases where he had completed a day of 100 miles, or had been on duty eight hours (computed from the time of departure from the outer main track switch or designated point on an initial trip), he could not be used out of the initial point, except in a new day. With no other protective provision, his entitlement for that distance or period of time would be superior to any claim of the second engineer at the time in question, he found.

For these reasons, the arbitrator dismissed the claim.

CASE NO. 97

Dispute between Canadian Pacific Railway Company (Prairie Region) and Brotherhood of Locomotive Engineers concerning the claims of two engineers for payment of normal mileage of their assigned passenger trains when Canadian Pacific trains 1 and 2 were detoured over Canadian National tracks and manned by Canadian National locomotive engineers.

Two engineers were assigned to passenger trains 1 and 2 on a subdivision, operating between Fort William and Ignace, the terminal. During the time of the occurrence of the disputed matter, one of the engineers was on annual vacation. Through the exercise of seniority, another engineer relieved him and assumed the conditions of employment of the assignment.

The Canadian Pacific tracks west of Ignace were impassable owing to a derailment, so trains 1 and 2 were unable to operate between Fort William and Ignace. Instead they were detoured by way of the Canadian National tracks between Fort William and Winnipeg, and were manned by Canadian National locomotive engineers.

The two CPR engineers assigned to operate the passenger trains submitted claims for payment on the basis of a normal train operation on their assigned subdivision. The brotherhood contended that the two engineers, under certain provisions of the collective agreement, should have been used to man the detoured trains over the Canadian National tracks. The company declined to pay the claims.

The brotherhood maintained, and it was not disputed, that this assignment for the two engineers had been obtained by the exercise of seniority rights under the provisions of the collective agreement. One engineer was number 4 on the 345-member 1967 seniority list covering seniority in this district, and the other engineer was number 13. The brotherhood argued that the CNR employees who had operated these trains on the days in question had, in effect, been hired by Canadian Pacific. This being so, their seniority numbers would have been 346 and 347.

The company pointed out that the two engineers had been assigned to work on the Canadian Pacific subdivision, and that the two detoured runs were not made over that subdivision. It maintained that entitlement to their assignment on the subdivision did not include the manning of trains 1 and 2 irrespective of the territory over which such trains were operated.

In addition, it was pointed out that both CNR and CPR operate under the uniform code of operating rules and that, therefore, engineers are qualified under the rules to operate on either track. In order to use a CPR engineer on the CNR track, it would only be necessary to supply him with a copy of the current timetable and, if necessary, apply a provision of the collective agreement concerning piloting, which reads: "An engineer in charge of an engine ordered over any subdivision with which he is not familiar will be furnished with a competent pilot, in addition to engine crew. Engineer will be used as pilot when available."

The company referred to Case No. 15 (L. G. 1919, p. 269) of the former Canadian Railway Board of Adjustment, which included this finding: "... and while bulletins were intended to indicate the amount of work or earnings in the particular assignments mentioned, they did not constitute guarantees over schedule provisions." An additional reference was made to Case No. 75 (L. G. Dec. 1967, p. 762) of the Canadian Railway Office of Arbitration, dealing with the interpretation to be placed upon the term "operation schedule," in which it was held that the language of a general provision must prevail "over and above anything contained in an operation schedule."

The nub of the company's submission was that bulletins do not constitute guarantees for engineers. Guarantees, where existing, must be contained in other provisions of the collective agreement; and the company maintained that no provision in this agreement specified a guarantee for engineers in passenger service.

The arbitrator noted that, on the days in question, the trains did not operate over the territory covered by the employees' bulletined assignment, because they were cancelled. The two engineers were therefore in no different a position than they would have been if the runs had been cancelled for any other reason.

The arbitrator found nothing in the agreement stating that, in such circumstances, the employees concerned were to be paid. He declared that the provision concerning piloting had no bearing in this case. It applied only when an engineer in charge of an engine is "ordered" over a subdivision with which he is not familiar, in which case he must be furnished with a pilot; it does not establish his right to do so if passage on his ordinary run cannot be made.

For these reasons, the arbitrator disallowed the claims.

CASE NO. 98

Dispute between the Canadian National Railway Company and the Brotherhood of Railroad Trainmen over sixteen time claims submitted by two yardmen.

A junior yard helper assigned to the

spare board was assigned to a temporary vacancy on a regular relief assignment in accordance with an article of the agreement reading: "Should no applications be received for a temporary vacancy as yard helper, the junior yard helper assigned to the spare board at the terminal will be assigned."

The yard helper worked four days a week at Niagara Falls and one day at Welland, a subsidiary station of Niagara Falls. In addition to the payments received for travel time between Niagara Falls and Welland, and for the shift work at Welland, the yard helper submitted a time claim for payment for two hours travelling time from Welland to Niagara Falls. The company declined payment of the claim, and the brotherhood said that the company had violated an article of the collective agreement.

Fifteen similar claims were submitted also by a second yardman, and these claims were also declined by the company.

The brotherhood contended that if an employee is ordered to work on a particular assignment, the rule provides compensation for all deadheading. But the company argued that the rule stipulated compensation for only the deadheading at the beginning of the assignment, and deadheading at the completion of such work.

The company said that when the yard helper was ordered from Niagara Falls to Welland to fill the vacancy, he was compensated for deadheading. When he returned to Niagara Falls, he was then travelling in the course of the assignment, and this should not be compensated for under the collective agreement.

The arbitrator said that the agreement made no reference to those who seek an assignment away from their home terminal. Those who are ordered by the company to go are compensated for the deadheading time involved.

"Whether those who are ordered to such an assignment are only entitled to be paid, however, when deadheading to and returning after the whole assignment has been completed is not clear, nor is it clear that they are paid for deadheading while actually travelling on the assignment," the arbitrator said. "In other words, ambiguity exists in the language used to make the actual intent clear."

The company referred to a quote concerning Case No. 11 which appeared in Case No. 14 (L. G. 1965, p. 1086), reading: "If ambiguity does exist, past practice . . . becomes important in attempting to determine what the parties had in mind designing the provision."

The company pointed out that, since 1953, the assignment on which the yard helper was working was only one of a number of similar assignments, and that it was the first time an employee had submitted a claim of this nature for deadheading.

The arbitrator said that despite past practice, if the language used is clear and explicit, he had to adhere to the precise words used. In this instance, the difference between the intent to cover deadhead travel and that necessary to reach the point of assignment was not clear. "If the former is to prevail, it remains, in my opinion, the subject for possible future negotiations," he said.

The claims of both yardmen, therefore, had to be disallowed.

CASE NO. 99

Ex-parte dispute between the Canadian Pacific Railway Company (SD & PC Dept.) and the Brotherhood of Railroad Trainmen over the interpretation and application of an article of the collective agreement concerning rest en route.

The company posted an operating schedule showing a deduction for rest en route of two hours and one minute. The crews assigned to the train left the home depot at 12.30 p.m. and arrived at their destination at 12.01 a.m.

The brotherhood contended that the company could not deduct rest en route if a train arrives at the terminal before 6 a.m. They quoted an article that said: "Where overnight travel is involved, a maximum of eight hours may be deducted for rest between the hours of 10 p.m. and 6 a.m. If an employee, having gone on rest, is called for service early, he will be paid for the time worked in advance of scheduled reporting time at one and one half times the basic hourly rate, separate and apart from his quarterly guarantee."

Conversely, the company quoted a second article, reading: "Time will be computed as continuous from time required to report for duty at designated terminal until released at other designated terminal subject to deductions for rest periods en route and at turnaround point. No deduction for release time less than two hours will be made."

The company referred also to Case No. 30 (L. G. 1966, p. 325) in which the company released the train employees one hour and 25 minutes before arrival at the turnaround point. A distinction in that award was drawn between the words ". . . until released at other designated terminal" and a deduction for a rest period en route. At that time the arbitrator said, "A study of the article convinces the governing words for time computation on this run for these employees are 'until released at other designated terminal' and that in the circumstances . . . only one hour and 25 minutes can properly be deducted as a rest period 'en route'."

The arbitrator pointed out that this was in conformity with the intent indicated in an article stating: ". . . subject to deductions for rest period en route and at turnaround point."

The arbitrator said that the significance of the last sentence of this article, "No deductions for release time less than two hours will be made," is to be gleaned from the example following this provision, stating: "If not released for two hours or more at turnaround point, no deduction for rest will be made." In other words, the arbitrator said, "release time" is something entirely different from "rest periods en route." This section of the collective agreement clearly contemplated an unspecified deduction for a rest period en route, and the operating schedule indicated a rest period en route of two hours and one minute.

Concluded the arbitrator: "I therefore find the crew in question were paid in accordance with the exacting provisions of the collective agreement."

Insurance Registrations And Other UIC Statistics

On November 30, 1967 insurance books or contribution cards had been issued to 4,988,336 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 395,039, a decrease of 1,341 since October 31.

During November there were 12,891 investigations conducted by enforcement officers across Canada. Of these, 10,137 were spot checks of claims to verify the fulfilment of statutory conditions, and 697 were miscellaneous investigations. The remaining 2,057 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 355 cases, 109 against employers and 246 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 773.*

Revenue received by the Unemployment Insurance Fund in November totalled $33,395,064.75 compared with $39,045,966.52 in October and $38,302,808.55 in November 1966.

Benefits paid in November totalled $19,886,170.84 compared with $15,493,858.32 in October and $14,286,899.89 in November 1966.

The balance in the Fund on November 30 was $359,815,429.18 compared with $346,306,535.27 on October 31 and $273,478,606.49 on November 30, 1966.

*These do not necessarily relate to the investigations conducted during this period.

Publications Received in the Department of Labour Library

List No. 229

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed maybe borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

AUTOMATION — LABOUR ASPECTS

1. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Some Aspects of the Manpower Problem in New Brunswick Woodlands*. Fredericton, 1967. Pp. 53.

An examination of mechanization in the forest industry of New Brunswick and its effects on workers.

2. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Technical Change and Manpower Planning; Co-ordination at Enterprise Level; a Series of National Case Studies*, edited by Solomon Barkin. Paris, 1967. Pp. 287.

Contains "29 case studies prepared in eight countries on the methods of programming technological change and manpower adjustments."

COLLECTIVE BARGAINING

3. CENTRAL LABOUR UNION CONFERENCE, UNIVERSITY OF ILLINOIS. 18th, 1966. *Collective Bargaining for State and Local Public Employees; Three Papers presented at the 18th Annual Central Labor Union Conference, December 9, 1966, Robert Allerton Park, University of Illinois*. [Urbana, Ill.? University of Illinois? 1967?] Pp. 20.

Conference sponsored by the Illinois State Federation of Labor and Congress of Industrial Organizations and conducted by the University of Illinois, Institute of Labor and Industrial Relations [and] Division of University Extension.

Contents: Notes in legislative developments in collective bargaining for state and local employees [by] Milton Derber. Collective bargaining for public employees: problems from the viewpoint of state and local government agencies [by] Frank P. Zeidler. Collective bargaining for public employees: problems from the viewpoint of employees and unions [by] Thomas L. Beagley. Key questions [asked by] State of Illinois Governor's Advisory Commission on Labor-Management Policy for Public Employees.

4. LEVINSON, HAROLD MYER. *Determining Forces in Collective Wage Bargaining*. New York, Wiley, 1966. Pp. ix, 283.

Presents a detailed analysis of collective bargaining developments in six major industries from 1945 to 1962. The six industries are airframe, lumber, paper, longshore, offshore maritime, and over-the-road trucking.

5. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS DEPARTMENT. *Ferment in Collective Bargaining; National Climate and Emerging Trends*. New York [1967?] Pp. 19.

Consists of talks by panelists at a special session at NAM's 71st Congress of American Industry on the theme, *New dimensions in labor-management relations*.

Contents: Which way collective bargaining? By William H. Smith. The NLRB's role in today's bargaining: help or hindrance? By F. A. O'Connell. Crisis bargaining and its public impact [by] Douglas Soutar. Getting union co-operation in achieving company goals [by] John E. Groves. Tomorrow at the bargaining table [by] Darrell F. Brown.

6. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS COMMITTEE. SUBCOMMITTEE ON COLLECTIVE BARGAINING. *When Management negotiates; a Guidebook for Sound Collective Bargaining*. New York, c1967. Pp. 56.

A step-by-step guide for preparing for collective bargaining. References are made to U.S. laws.

7. WARNER, KENNETH OREN. *Public Management at the Bargaining Table* [by] Kenneth O. Warner [and] Mary L. Hennessy. Chicago, Public Personnel Association [c1967] Pp. 490.

This book "describes the framework within which public management now deals with employee organizations and gives a brief account of emerging practices. Upon this background it offers practical suggestions about the planning and conduct of collective bargaining, and the policy and procedural decisions that must be reached to maintain harmonious relations with employee organizations. It contains some tentative conclusions about the future of collective bargaining in the public service, and what the future may hold for public administrators. Finally, it includes documents and other source material that permit students and practitioners to gain a broader view of the subject."

ECONOMIC CONDITIONS

8. ISAAC, JOSEPH EZRA, ed. *Australian Labour Economics: Readings*. Edited by J. E. Isaac and G. W. Ford. Melbourne, Sun Books, 1967. Pp. 452.

Paperback edition. This book is divided into two sections, one dealing with problems of wage fixing and the other with the labour force.

9. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East, 1966*. Bangkok, 1967. Pp. 284.

INDUSTRIAL RELATIONS

10. ADLER, PHILIP. *A Historical Study of Management-Labor Relations pertaining to the Dieselization of Railroads in*

the United States. Ann Arbor, Mich., University Microfilms, 1967. Pp. 276.

Thesis (Ph.D.) — Ohio State University, 1966.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography by University Microfilms . . ."

The study is particularly concerned with the impact of dieselization upon engine crew personnel.

11. CONFERENCE ON LAW AND INDUSTRIAL RELATIONS, UNIVERSITY OF TORONTO, 1966. *Law and Industrial Relations; Conference Proceedings, May 26-27, 1966*. H. W. Arthurs and John H. G. Crispo, editors. Toronto, Centre for Industrial Relations, University of Toronto, 1967. Pp. 106.

Contains addresses delivered at the plenary sessions of the conference and summaries of the panel discussions. The main topics considered were the changing climate of industrial relations, the legal duty to bargain in good faith, technological change and security of employment, the settlement of public interest disputes, collective bargaining in Sweden, labour-management co-operation and national planning, the role of employers' associations, the structure of the labour movement, the role of the courts in regulating industrial conflict in Canada, the U.S., and in Great Britain.

12. OCHELTREE, KEITH, ed. *Government Labor Relations in Transition*. Chicago, Public Personnel Association, 1966. Pp. 63.

Contents: Past, present, and some prognostications, by I. Klaus. Wisconsin Employment Relations Board, by A. Anderson. Public employee dispute settlement: the Wisconsin experience, by J. A. Belasco. Staff relations in the public service of Canada, by O. P. Divivedi. The British Post Office strike of 1964, by B. V. H. Schneider. Collective bargaining in city X, by J. A. Belasco. Union agreements in local government in the United States, by R. W. Coppock.

13. WEINTRAUB, ANDREW RICHARD. *An Analysis of the Cyclical Pattern of Strikes in the United States, 1951-1961*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 116.

Thesis (Ph.D.) — Rutgers University, 1966.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography by University Microfilms . . ."

Examines the "cyclical nature of strike beginnings and its relationship to other economic forces."

INDUSTRY

14. ONTARIO ECONOMIC COUNCIL. *Why, Where, How and Would They do it again? A Review of the Site Selection Process and Subsequent Experience of Forty-two Industries locating in Ontario's Smaller Centres, A Report*. Toronto, 1967. Pp. 19.

15. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Industrial Statistics, 1900-1962. Statistiques industrielles, 1900-1962*. Paris, 1964. Pp. 174.

LABOUR BUREAUS

16. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Proceedings of the 50th Anniversary Conference of British Columbia Department of Labour, May 19, 1967*. [Victoria? 1967] Pp. 70, 11.

Contains addresses by the Hon. L. R. Peterson, B.C. Minister of Labour, and Raymond F. Male, Commissioner of the New Jersey Department of Labor and Industry, and remarks by panel members participating in two panels, "the use of injunctions in labour disputes", and "the implications of technological change for industrial relations."

17. NOVA SCOTIA. DEPARTMENT OF LABOUR. *The Nova Scotia Department of Labour*. [Halifax, 1967?] 1 vol.

This pamphlet describes the services offered by the Nova Scotia Department of Labour.

LABOUR ORGANIZATION

18. SAPOSS, DAVID JOSEPH. *Case Studies in Labor Ideology; an Analysis of Labor, Political and Trade Union Activity as influenced by Ideology; Philosophic, Structural and Procedural Adaptations since World War I*. Honolulu, Industrial Relations Centre, University of Hawaii, 1964-1965. 2 vols. (in Labour Library).

Contents: No. 1. The Nordic countries: Denmark, Finland, Iceland, Norway, and Sweden — No. 2. Central European countries: Austria and Western Germany.

19. U.S. OFFICE OF LABOR-MANAGEMENT POLICY DEPARTMENT. *Local Union Election Appeals*. Washington, GPO, 1967. Pp. 44.

Under a section of the Labor-Management Reporting and Disclosure Act of 1959 a union member who feels his union has violated the election requirements of the act may file a complaint with the Secretary of Labor after first having taken the matter up with his organization and not receiving a satisfactory solution within three months. This study examines these questions: "How long does it take to process these election protests through the union? what procedures do they follow? is there any relationship between differences in procedures and the time taken to reach a decision?" This report analyzes the cases investigated and closed from September 1959 (when the Act was passed) until March 31, 1965.

LABOUR SUPPLY

20. FORD, JOSEPH WILLIAM. *Manpower Legislation and the Problem of Structural Unemployment*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 233.

Thesis (Ph.D.) — Fordham University, 1966.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography by University Microfilms . . ."

"This study was centered upon a detailed examination of three important developments: (1) an analysis of the two major streams of unemployment literature, the aggregate demand and the structural transformation hypotheses, in each of which widely different roles for manpower legislation are posited; (2) a comparison of manpower programs in the 1930's and the 1960's from which recurrent themes and barriers are uncovered; and (3) an investigation of current labor market theory and policy in which is found a restricted and ambiguous role for the legislation."

21. MAZEK, WARREN F. *The Efficacy of Labor Migration with Special Emphasis on Depressed Areas*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 254.

Thesis (Ph.D.) — University of Pittsburgh, 1965.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography by University Microfilms . . ."

Contents: The theory of labor mobility. The theory and studies of labor migration. A test of the theory of labor migration. The efficacy of labor migration. The implications of labor migration for depressed areas. Summary and conclusions.

22. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *The Foreign Worker; Adaptation to Industrial Work and Urban Life* [by] R. Descloitres. Paris, 1967. Pp. 173.

This study is based on a survey on public and private programs and measures to facilitate the social adjustment of

migrant workers conducted in 1963 in twelve OECD countries and among nine international organizations.

23. [SCANDINAVIAN REGIONAL SEMINAR ON ACTIVE MANPOWER POLICY, OSLO, 1965] *Active Manpower Policy; Scandinavian Regional Seminar, Oslo, 23rd-24th November, 1965; Final Report.* Paris, OECD, Manpower and Social Affairs Directorate, Social Affairs Division, 1967. Pp. 53.

Participants from Denmark, Finland, Norway, and Sweden attended this seminar. The main topics discussed were the role of the OECD, the labour market policy of the Scandinavian countries, the foreign labour force, adult vocational training, and women in the labour market.

24. [TRADE UNION SEMINAR ON MANPOWER PROBLEMS IN THE SERVICE SECTOR, 1966] *Manpower Problems in the Service Sector.* [*Background Report for a Trade Union Seminar*] Paris, OECD, Manpower and Social Affairs Directorate, Social Affairs Division, 1967. Pp. 124.

Manpower Problems in the Service Sector. Papers for a Trade Union Seminar. Supplement to the Report. Paris, 1966. Pp. 237.

Place where conference was held is not given.

The background report consists of a summary of papers and discussions, and an interpretative essay by Solomon Barkin, Deputy to the Director for Manpower and Social Affairs and Head of the Social Affairs Division of OECD. The supplementary volume contains papers prepared for the seminar and is divided into four sections. The first section considers the growth of the service section; the second outlines manpower problems in individual branches; the third reviews several problems common to most branches; and, the fourth considers governmental manpower policies in the service sector.

25. U.S. DEPARTMENT OF LABOUR. OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH. *Technology and Manpower in the Health Service Industry, 1965-75.* Washington, GPO, 1967. Pp. 109.

Examines manpower trends in health facilities, technological developments affecting manpower, and the outlook for health manpower, 1965 to 1975. The "health service industry" is used to designate both public and private 'establishments primarily engaged in furnishing medical, surgical, and other health services to persons.' It can include hospitals, privately owned nursing and rest homes, medical and dental laboratories, and offices and other health service establishments (privately owned by groups or individuals, providing the services of physicians, dentists, chiropractors, optometrists, physical therapists, or others).

26. U.S. NATIONAL SCIENCE FOUNDATION. *The Prospective Manpower Situation for Science and Engineering Staff in Universities and Colleges, 1965-75.* Washington, GPO, 1967. Pp. 25.

LABOURING CLASSES

27. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *50 Years of Service, 1917* [*to*] *1967.* Vancouver, 1967. Pp. 20.

28. COOP, ROBERT. *Strengthening Employee Performance Evaluation* [by] Robert Coop [and others. Chicago] Public Personnel Association [1966] Pp. 46.

Originally presented at a seminar dealing with employee performance evaluation in the public service.

29. HOOS, IDA RUSSAKOFF. *Retraining the Work Force; an Analysis of Current Experience.* Berkeley, University of California Press, 1967. Pp. 28.

Among other things this book "describes the kinds of retraining programs in existence [in the U.S.], the reasons for their establishment, their sponsors and administration, and their results judged in terms of graduates' upgrading, job security, and employment opportunity." Case studies are included.

30. INDUSTRIAL SOCIETY. *Shift Work, Current Practice in Gt. Britain, 1966.* London, 1967. Pp. 47.

Based on information received from over 200 companies, this report contains statistical information concerning the companies' current practices with regard to shift work.

31. INTERNATIONAL LABOUR OFFICE. *Discrimination in Employment and Occupation: Standards and Policy Statements adopted under the Auspices of the I.L.O.* Geneva, 1967. Pp. 56.

At head of title: International Labour Organization.

Title in French: Discrimination en matière d'emploi et de profession . . .

BUREAU INTERNATIONAL DU TRAVAIL. *Discrimination en matière d'emploi et de profession: normes et déclarations de principe adoptées sous les auspices de l'O.I.T.* Genève, 1967. Pp. 58.

Au dessus du titre: Organisation internationale du Travail.

32. U.S. BUREAU OF LABOR STATISTICS. *Indexes of Output per Man-hour for the Private Economy, 1947-66.* Washington, 1967. Pp. [5].

MARKETING

33. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Appraising the Market for New Industrial Products*, by Morgan B. MacDonald. New York, 1967. Pp. 112.

This study examines current practices of industrial products companies in assessing the markets for their new product. Contents: Introduction. Pretesting new product ideas. Estimating market potential. Pretesting the product and its market.

34. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Evaluating Media*, by Harry Deane Wolfe [and others] New York, 1966. Pp. 185.

Based on a three-year investigation of many U.S. and Canadian and British advertisers, agencies, and research organizations, this report describes and appraises techniques for evaluating advertising vehicles and media types. Twenty-five case studies are included.

RESEARCH

35. U.S. NATIONAL SCIENCE FOUNDATION. *Geographic Distribution of Federal Funds for Research and Development, Fiscal Year 1965.* Washington, GPO, 1967. Pp. 188.

36. U.S. NATIONAL SCIENCE FOUNDATION. *National Patterns of R&D Resources; Funds and Manpower in the United States* [*1953-68.* Washington, GPO, 1967] Pp. 26.

SEMINARS ON MANPOWER POLICY AND PROGRAM

The following three reports and seminars were sponsored and issued by the U.S. Department of Labor in Washington in 1967.

37. GOLDFINGER, NATHANIEL. *Labor's View of Manpower Policy.* Pp. 31.

"Condensed transcript of the seminar held in Washington, D.C., December 15, 1966."

Mr. Goldfinger discussed employment and unemployment trends among Negroes, including job opportunities and job training, discrimination in employment.

38. HALL, EDWARD TWITCHELL. *The Manpower Potential in our Ethnic Groups.* Pp. 24.

"Condensed transcript of the seminar held in Washington, D.C., January 12, 1967."

Dr. Hall, the noted anthropologist, said, "I would like to introduce the notion that all peoples have particular talents — culturally produced — some of which can be translated into skills useful to mid-century American life." His talk and the subsequent discussion period were devoted to this sentiment.

39. MILLER, PAUL AUSBORN. *University Perspectives on Manpower.* Pp. 28.

"Condensed transcript of the seminar held in Washington, D.C., September 14, 1966."

Dr. Miller, Assistant Secretary for Education of the U.S. Department of Health, Education, and Welfare and a former university president, spoke about ways the university can help in developing manpower.

SOCIAL SECURITY

40. GREAT BRITAIN. MINISTRY OF SOCIAL SECURITY. *Annual Report, 1966.* London, HMSO, 1967. Pp. 175.

The Ministry of Social Security came into existence on August 6th, 1966, superseding the Ministry of Pensions and National Insurance.

41. U.S. SOCIAL SECURITY ADMINISTRATION. *Social Security Programs throughout the World, 1967.* Washington, GPO, 1967. Pp. 239.

Presents information for 120 different countries in tabular form under the following headings: dates of basic laws and types of programs, coverage, source of funds, qualifying conditions, cash benefits for insured workers (except permanent disability), permanent disability and medical benefits for insured workers, survivor benefits and medical benefits for dependents, and, administrative organization.

UNIVERSITIES AND COLLEGES

42. INSTITUTE OF INTERNATIONAL EDUCATION. *Open Doors, 1967; Report on International Exchange.* New York, 1967. Pp. 64.

43. SHEFFIELD, EDWARD FLETCHER. *Enrolment in Canadian Universities and Colleges to 1976/77 (1966 Projection). Inscriptions aux universités et collèges canadiens jusqu'en 1976/77. (Prévisions faites en 1966).* By Edward F. Sheffield. Ottawa, Association of Universities and Colleges of Canada, 1966. Pp. 20.

English and French text in parallel columns.

WAGES AND HOURS

44. CHINERINE, LAWRENCE. *An Econometric Analysis of Regional Wage Differentials.* Ann Arbor, Mich., University Microfilms, 1967. Pp. 209.

Thesis (Ph.D.) — Brown University, 1965.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography by University Microfilms . . ."

"This study represents an attempt at specifying those economic forces which explain why wages differ among regions, or to explain the existence of regional wage differentials."

45. COHEN, PHILLIP. *Wage and Employment Implications of Minimum Wage and Hour Legislation. Paper presented to the 25th Interstate Conference on Labor Statistics, Toronto, June 13, 1967.* [Ottawa, Canada Dept. of Labour ? 1967] Pp. 12.

A discussion of experience under the Canada Labour (Standards) Code, which came into effect in 1965.

46. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey; Motion Picture Theaters, April 1966.* Washington GPO, 1967. Pp. 48.

WOMEN

47. UNITED CHURCH OF CANADA. COMMISSION ON THE GAINFUL EMPLOYMENT OF MARRIED WOMEN. *Married Women working; Report.* Toronto, General Council, United Church of Canada [1963 ?] Pp. 59.

The Commission had the following terms of reference:

"1. To make a fact-finding study of the gainful employment of married women.

2. To take cognizance of the effects of such employment on small children, school children, adolescents and husbands.

3. To examine carefully the change in patterns of family life, both as a cause and as a consequence of the gainful employment of married women.

4. To make recommendations on how the church and the community might help to solve some of the problems involved and to minister to the needs of these persons and families."

48. U.S. WOMEN'S BUREAU. *Background Facts on Women Workers in the United States.* May 1967. Washington, 1967. Pp. 17.

49. U.S. WOMEN'S BUREAU. *Working Mothers and the Need for Child Care Services.* Washington, 1967. Pp. 24.

50. U.S. WOMEN'S BUREAU. *Trends in Educational Attainment of Women.* Washington, GPO, 1967. Pp. 19.

MISCELLANEOUS

51. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. *We the Peoples: Canada and the United Nations, 1945-1965.* Ottawa, Queen's Printer, 1966. Pp. 108.

Title in French: Nous, peuples; le Canada et les Nations Unies, 1945-1965.

A history of Canada's participation in United Nations activities during the 20 years of that Organization's existence.

CANADA. MINISTÈRE D'ÉTAT AUX AFFAIRES EXTÉRIEURES. *Nous, peuples; le Canada et les Nations Unies, 1945-1965.* Ottawa, Imprimeur de la Reine, 1966. Pp. 122.

52. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Modernizing State Government: a Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development.* New York, 1964. Pp. 85.

53. GREAT BRITAIN. COMMITTEE ON THE AGE OF MAJORITY. *Report.* London, HMSO, 1967. Pp. 207.

The Committee's terms of reference were "to consider whether any changes are desirable in the law relating to contracts made by persons under 21 and to their power to hold and dispose of property, and in the law relating to marriage by such persons and to the power to make them wards of court."

54. INTERNATIONAL LABOUR OFFICE. *Third Special Report of the Director-General on the Application of the Declaration concerning the Policy of "Apartheid" of the Republic of South Africa.* Geneva, 1967. Pp. 39.

At head of title: International Labour Conference. Fifty-first session, Geneva, 1967.

55. KLEINGARTNER, ARCHIE. *Professionalism and Salaried Worker Organization.* [Madison, Wis.] Industrial Relations Research Institute, University of Wisconsin, 1967. Pp. 113.

This study seeks to identify and examine what constitutes "professionalism," with special reference to the protective

organizations which are attempting to recruit and represent professional employees.

56. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Public Administration and Economic Development.* Paris, 1967. Pp. 208.

Presents the text of lectures given at an OECD seminar in Alcala de Henares, Spain, September 13th to 25th, 1965.

". . . The OECD organised in September 1965 at the Civil Service Training Centre in Alcala de Henares [Spain] a two-week study course on methods of improving the general effectiveness of public administration as an instrument of economic and social development." About thirty highly placed civil servants from Greece, Portugal, Spain, Turkey, and Yugoslavia attended.

57. U.S. BUREAU OF LABOR STATISTICS. *The Consumer Price Index: Technical Notes, 1959-63.* Washington, GPO, 1967. Pp. 84.

"Contains a summary of technical changes made in the Consumer Price Index data collection and calculation procedures during the period from 1959 through 1963. Among these changes are the rebasing from 1947-49=100 to 1957-59=100; improvements in price collection through expansion of the outlet samples; and improvements in the measurement of the effects of quality changes."

Why the Shortage of Highly Qualified Manpower?

Continued from page 195

and scientists would continue, but that there would be shortages in a wide range of occupations. Extensive changes were leading to increased requirements of highly qualified manpower. These included economic growth, research, and the need for engineers and architects to help in rebuilding cities. Personnel would be required to man the new medicare programs, and similar increases in professional subgroups would be needed.

In Britain, projections made under the national planning indicated that some sectors of the economy would be very much dependent on the supply of trained manpower. There was a tendency to overemphasize the need for engineers and scientists, whereas the need of the army for new officers was not so often mentioned. Even the Catholic Church was having difficulty in getting recruits for the priesthood. As a means of turning the thoughts of boys toward these careers, the army offered tours of military establishments, and the Catholic Church tried to get boys to visit seminaries. Twenty per cent of the Catholic priests in England are reported to have come from Ireland.

In France, much the same situation existed, and national planners said that many objectives could not be reached without an increase in highly trained personnel.

In most advanced countries, the educational systems had failed to produce the trained manpower needed, and the prospect was that this situation would continue. In trying to discover the reasons for this failure, Prof. Porter said, it was thought that sociology might be able to throw some light on the subject.

In the advanced industrial countries, higher-level occupations had been filled by a general upgrading process. Failure of the higher classes, partly owing to a lower birth rate, to produce enough of the kind of manpower required had meant upgrading from lower social levels. This upgrading of the labour force had been accomplished by persuading persons in the middle class and the working class to undertake the necessary training.

The need for overhauling the educational systems was especially evident where mobility was low. The main reliance had been on educating a relatively small number of middle-class children, but in spite of the increased "democratization" of education and free education, there was a considerable loss out of the educational system owing to the difficulty of persuading enough students to stay on. There was also the problem of adjusting available talents to opportunities.

Education in Europe was basically middle class. This relationship between education and class was always the same. Industrialization had created a sub-structure in which the lower class held low ideas about education. It had been supposed that you had only to produce an educational system and everyone would use it. This was a built-in assumption of educational policy in both Europe and America. The idea was that all would wish to profit by the educational apparatus provided, that all you had to do was to help people to get on, and they would take the help offered.

But "mobility aspirations" were not part of working class culture, and even the middle class might prove to have insufficient motivation for the future need for highly qualified manpower. The traditions of the working class subculture were one of the most serious obstacles. Even if there were motivation to move up, other difficulties would have to be overcome, and stronger incentives would be needed. The main concern of the working class was security, not success. This was so not only in the U.S., but also in other countries.

This matter had not been given sufficient study in the U.S., because there was the belief that everyone shared in the middle-class values of getting ahead. In Britain, however, where more consideration had been given to it, it had been found that working-class culture made it difficult to fit children into the kind of educational system needed to produce highly trained manpower.

It was found that, where educational aspirations were acquired, it was usually the mother rather than the father who encouraged them. The father was more "ego involved" in his own work and subculture. He was reluctant to downgrade the importance of his own work. Manual workers always sought to enhance the importance of their own occupations, and there might be good reasons for this, Prof. Porter remarked. Another aspect of working-class subculture that acted as hindrance to the higher education of working-class children was the high value placed on manual work and also on the "blessedness of poverty." Even at the headquarters building of the International Labour Organization, for example, all the sculpture depicted manual workers; and such a notion was deep-seated in all industrial cultures, said Prof. Porter.

Some investigators in Britain—though this was not so much so in the United States—even seemed to doubt the advisability of educating all the working class. The speaker remarked that similar ideas were heard about not bringing civilization to such people as the Eskimos; and there was a strong feeling among some people that working-class cultures ought to be preserved.

The problem was how to prepare working-class children to rise in the class structure, because in order to obtain the necessary number of highly qualified persons, it would be necessary to move down in the class structure to get more people to move up. Educational systems must be regarded as "disfunctional," if they failed to achieve this.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	January 13	7,564	− 1.7	+ 2.7
Employed	January 13	7,100	− 3.3	+ 1.7
Agriculture	January 13	459	− 5.8	+ 1.8
Non-agriculture	January 13	6,641	− 3.2	+ 1.7
Paid workers	January 13	6,132	− 3.0	+ 1.8
At work 35 hours or more	January 13	5,654	− 5.7	− 2.9
At work less than 35 hours	January 13	1,135	− 0.8	+20.6
Employed but not at work	January 13	311	+49.5	+42.0
Unemployed	January 13	464	+31.4	+21.8
Atlantic	January 13	67	+59.5	+13.6
Quebec	January 13	166	+31.7	+24.8
Ontario	January 13	120	+31.9	+17.6
Prairie	January 13	52	+15.6	+36.8
Pacific	January 13	59	+20.4	+20.4
Without work and seeking work	January 13	417	+27.9	+21.9
On temporary layoff up to 30 days	January 13	47	+74.1	+20.5
INDUSTRIAL EMPLOYMENT (1961 = 100)	October	124.6	− 1.0	+ 0.3
Manufacturing employment (1961 = 100)	October	123.3	− 1.8	− 2.2
IMMIGRATION	1st 9 mos.	174,593	—	+20.8
Destined to the labour force	1st 9 mos.	95,018	—	+27.8
STRIKES AND LOCKOUTS				
Strikes and lockouts	January	56	+ 1.8	−11.1
No. of workers involved	January	19,758	+109.4	−27.8
Duration in man-days	January	207,390	+ 37.1	−11.8
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	October	$105.08	+ 0.3	+ 5.7
Average hourly earnings (mfg.)	October	$2.44	+ 0.4	+ 6.6
Average hours worked per week (mfg.)	October	40.8	0.0	− 1.0
Average weekly wages (mfg.)	October	$99.76	+ 0.6	+ 5.6
Consumer price index (1949 = 100)	January	152.6	+ 0.5	+ 4.5
Index numbers of weekly wages in 1961 dollars (1961 — 100)	October	114.7	+ 0.3	+ 1.8
Total labour income (thousands of dollars)	October	2,780	− 0.9	+ 7.4
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	November	298.8	+ 3.1	+ 2.7
Manufacturing	November	264.7	+ 3.2	+ 1.6
Durables	November	273.1	+ 5.9	+ 0.9
Non-durables	November	257.5	+ 0.7	+ 2.3
NEW RESIDENTIAL CONSTRUCTION†				
Starts	December	8,761	−26.3	− 2.6
Completions	December	9,764	−22.6	− 7.3
Under construction	December	82,616	− 1.3	+15.6

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the Characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended January 13, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,564	615	2,136	2,804	1,248	761
Men	5,217	431	1,490	1,908	866	522
Women	2,347	184	646	896	382	239
14-19 years	713	64	206	236	136	71
20-24 years	1,085	108	353	363	168	93
25-44 years	3,281	233	939	1,257	513	339
45-64 years	2,284	191	589	871	394	239
65 years and over	201	19	49	77	37	19
EMPLOYED	7,100	548	1,970	2,684	1,196	702
Men	4,833	371	1,348	1,817	322	475
Women	2,267	177	622	867	374	227
Agriculture	459	24	93	123	200	19
Non-agriculture	6,641	524	1,877	2,561	996	683
Paid workers	6,132	476	1,726	2,395	915	620
Men	4,043	317	1,158	1,580	578	410
Women	2,089	159	568	815	337	210
UNEMPLOYED	464	67	166	120	52	59
Men	384	60	142	91	44	47
Women	80	*	24	29	*	12
PERSONS NOT IN LABOUR FORCE	6,522	708	1,923	2,206	1,049	636
Men	1,763	224	512	563	293	171
Women	4,759	484	1,411	1,643	756	465

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended January 13, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,086	2,334	3,981	1,120	4,112	1,050	1,489
LABOUR FORCE	7,564	713	3,791	890	1,236	733	201
Employed	7,100	625	3,590	778	1,210	707	190
Unemployed	464	88	201	112	26	26	11
NOT IN LABOUR FORCE	6,522	1,621	190	230	2,876	317	1,288
PARTICIPATION RATE†							
1968—Jan. 13	53.7	30.5	95.2	79.5	30.1	69.8	13.5
1967—Dec. 9	54.8	32.7	95.7	80.8	31.3	70.7	13.9
UNEMPLOYMENT RATE‡							
1968—Jan. 13	6.1	12.3	5.3	12.6	2.1	3.5	5.5
1967—Dec. 9	4.6	9.9	3.6	9.6	1.8	3.3	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended January 13, 1968

	Jan. 1968	Dec. 1967	Jan. 1967
		(in thousands)	
TOTAL UNEMPLOYED	464	353	381
On temporary layoff up to 30 days	47	27	39
Without work and seeking work	417	326	342
SEEKING			
Full-time work	400	312	330
Part-time work	17	14	12
Under 1 month	134	116	127
1-3 months	195	135	153
4-6 months	51	42	36
More than 6 months	37	33	26

SOURCE: Labour Force Survey, DBS.

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
	Monthly Totals									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	108.1	2,505.4
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	108.2	2,511.0
March	66.4	697.0	230.4	29.9	187.6	43.7	360.3	817.5	108.8	2,546.3
April	64.6	700.7	226.5	28.4	198.4	44.1	366.4	828.0	109.4	2,584.0
May	64.6	701.1	226.0	28.0	201.2	44.2	366.9	830.7	109.4	2,589.6
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	879.4	111.5	2,742.0
July	69.4	719.4	246.2	39.5	234.5	48.3	379.2	844.6	111.3	2,726.0
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	854.3	111.8	2,756.7
September	68.7	738.0	243.1	43.1	236.5	49.7	382.9	897.1	112.7	2,801.4
October*	68.9	732.9	241.6	42.6	234.9	49.9	388.6	889.6	112.7	2,785.3
November†	69.0	732.7	240.3	42.0	221.3	50.3	396.5	890.4	112.9	2,773.8
	Seasonally Adjusted									
1962—Total	559	5,699	1,909	300	1,357	378	3,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	2,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
1967—January	64.7	696.3	225.4	38.9	224.9	44.0	361.7	803.6	109.2	2,590.8
February	65.5	700.0	227.2	38.0	219.2	44.4	363.4	806.8	109.5	2,601.0
March	66.1	702.1	232.6	37.6	219.2	45.4	368.6	821.3	109.9	2,624.0
April	67.3	705.7	230.8	40.0	221.3	45.1	370.4	825.8	110.2	2,638.1
May	67.2	706.2	230.2	39.4	224.5	45.2	370.9	828.5	110.2	2,643.9
June	67.8	710.2	234.8	35.4	210.4	44.9	377.8	853.3	110.6	2,671.1
July	68.6	719.2	236.6	33.4	207.0	46.8	379.2	864.0	111.1	2,688.8
August	69.1	725.2	240.3	33.2	209.8	47.8	380.1	869.0	111.5	2,708.0
September	69.3	726.5	235.5	35.8	207.4	49.0	382.8	879.4	111.4	2,719.5
October*	68.9	721.7	236.4	36.3	203.6	49.1	384.4	882.2	111.5	2,716.9
November†	68.9	726.2	238.6	36.8	210.1	50.2	386.0	889.2	112.2	2,740.4

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at October 1967, employers in the principal non-agricultural industries reported a total employment of 3,667,284. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours or work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weeky Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September*	125.9	133.9	104.77	125.5	133.0	108.45
October†	124.6	134.3	105.08	123.3	133.9	109.22

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling), manufacturing; construction; transportation, communication, and other utilities, trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Oct. 1967	Sept. 1967	Oct. 1966	Oct. 1967	Sept. 1967	Oct. 1966
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	121.6	124.2	121.6	86.16	85.98	80.55
Newfoundland	129.6	134.1	134.4	92.60	91.69	87.06
Prince Edward Island	135.2	140.7	139.5	70.53	70.83	64.51
Nova Scotia	116.5	117.6	117.0	83.47	83.84	78.70
New Brunswick	121.2	124.2	117.3	86.51	86.06	79.77
Quebec	122.3	122.7	122.0	103.90	103.05	98.20
Ontario	126.2	127.1	126.6	108.21	107.82	102.62
Prairie Region	123.6	125.1	119.7	98.78	99.03	93.32
Manitoba	117.8	119.1	114.7	94.14	94.22	87.25
Saskatchewan	124.0	124.7	120.7	96.95	97.21	92.41
Alberta	128.4	130.4	123.6	103.14	103.49	98.53
British Columbia	129.4	133.1	128.8	116.48	117.23	110.22
CANADA	124.6	125.9	124.2	105.08	104.77	99.43
URBAN AREAS						
St. John's	148.1	145.7	147.2	82.43	82.58	77.65
Halifax	114.9	115.7	111.5	86.19	86.42	80.19
Sydney	101.6	100.2	103.1	95.18	94.70	93.06
Moncton	120.8	118.8	120.1	81.45	82.18	73.90
Saint John	109.1	110.9	106.2	88.84	84.89	79.50
Chicoutimi	111.1	111.8	114.4	121.54	121.71	117.59
Montreal	124.7	124.0	123.9	104.98	103.96	99.56
Quebec	118.4	120.5	118.6	89.87	89.61	84.47
Shawinigan	95.9	97.7	108.6	104.81	105.39	103.85
Sherbrooke	120.4	121.8	122.2	88.54	86.76	84.05
Trois-Rivières	116.2	113.7	118.9	97.55	96.55	93.56
Ottawa-Hull	125.3	125.5	120.7	97.98	98.10	91.78
Belleville	117.0	117.7	115.8	91.61	90.13	87.24
Brampton	255.9	250.7	240.3	106.17	107.19	106.52
Brantford	133.1	132.1	138.6	103.15	100.47	94.85
Fort William-Port Arthur	126.6	127.8	129.8	103.91	102.90	99.81
Guelph	137.4	137.3	134.9	97.36	97.61	92.25
Hamilton	120.8	121.6	126.2	110.51	109.69	105.67
Kingston	120.1	122.6	125.8	102.24	100.61	97.60
Kitchener	142.8	143.3	146.3	95.68	95.20	89.64
London	125.7	125.7	127.4	99.17	100.13	94.65
Niagara Falls	113.8	121.6	115.1	98.22	98.08	97.59
Oshawa	139.5	137.3	140.6	131.55	129.94	120.43
Peterborough	135.9	134.7	136.1	110.82	111.22	105.79
Sarnia	127.1	124.6	127.5	133.24	132.78	131.79
Sault Ste. Marie	117.2	118.7	125.2	121.16	119.67	116.11
Sudbury	110.1	113.0	103.5	127.57	123.85	114.71
St. Catharines	145.2	147.6	143.5	115.78	115.25	109.64
Timmins	81.2	81.6	96.4	94.86	94.86	103.38
Toronto	127.5	127.9	126.9	108.51	108.22	103.39
Welland	108.6	107.2	115.4	122.53	120.30	118.56
Windsor	147.0	150.1	154.5	121.05	123.01	116.59
Winnipeg	119.5	119.7	117.8	88.65	88.79	82.68
Regina	122.5	123.2	121.4	92.92	93.55	90.19
Saskatoon	151.0	152.3	134.2	93.97	93.69	84.04
Calgary	138.5	140.0	131.7	103.42	104.13	96.76
Edmonton	134.0	133.5	127.8	96.90	97.72	91.80
Vancouver	129.5	130.1	125.1	111.24	111.16	105.72
Victoria	125.0	128.1	124.5	93.22	98.98	90.95

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
Oct. 1967†	79.7	118.7	1,625.6	834.3	791.3	392.9	659.4	951.5	264.5	585.6	4,678.0
Sept. 1967*	82.9	119.9	1,648.9	848.0	800.9	403.6	668.5	944.2	264.3	598.7	4,731.0
Oct. 1966	82.4	116.6	1,657.2	845.8	811.4	412.7	655.5	932.9	247.0	553.9	4,658.1
NEWFOUNDLAND											
Oct. 1967†	3.7	5.6	12.6	10.1	2.6	11.2	15.8	16.3	1.8	6.6	73.7
Sept. 1967*	3.4	5.7	12.9	10.3	2.5	11.6	17.6	16.4	1.8	6.7	76.2
Oct. 1966	4.1	6.0	12.9	10.5	2.4	12.3	15.8	16.2	1.6	6.8	75.7
PRINCE EDWARD ISLAND											
Oct. 1967†	0.1	0.1	2.8	2.3	0.5	2.2	2.9	3.9	0.6	1.8	14.4
Sept. 1967*	0.1	0.1	2.9	2.4	0.5	2.4	3.0	3.8	0.6	2.0	14.8
Oct. 1966	0.1	0.1	3.0	2.5	0.5	2.1	3.3	4.1	0.6	1.7	15.0
NOVA SCOTIA											
Oct. 1967†	2.6	7.3	34.1	18.3	15.7	13.6	21.4	29.1	6.3	13.2	127.6
Sept. 1967*	2.6	7.3	34.9	18.8	16.2	13.9	21.7	28.9	6.3	14.0	129.7
Oct. 1966	2.6	7.5	34.5	17.9	16.6	15.0	22.6	28.8	6.0	12.7	129.6
NEW BRUNSWICK											
Oct. 1967†	9.5	2.7	28.0	17.4	10.6	11.2	21.9	23.4	4.2	10.2	111.1
Sept. 1967*	10.4	2.8	29.0	18.4	10.6	11.8	22.2	23.1	4.2	10.7	114.2
Oct. 1966	9.1	2.5	25.7	16.8	8.9	11.6	22.1	23.3	4.1	9.9	108.2
QUEBEC											
Oct. 1967†	29.1	26.2	508.7	311.9	196.8	92.5	183.6	239.6	74.9	161.7	1,316.3
Sept. 1967*	30.2	26.6	510.9	313.9	197.0	95.0	181.7	240.2	74.8	165.7	1,325.1
Oct. 1966	29.6	26.5	515.4	319.4	196.0	111.8	178.2	238.2	70.7	148.0	1,318.4
ONTARIO											
Oct. 1967†	12.6	34.5	806.6	362.4	444.3	147.0	212.8	373.7	115.1	229.4	1,931.9
Sept. 1967*	13.3	34.9	817.4	368.5	448.9	149.1	216.0	369.1	115.1	233.1	1,948.1
Oct. 1966	13.2	33.4	825.7	364.5	461.2	150.9	214.5	364.5	106.6	219.3	1,928.2
MANITOBA											
Oct. 1967†	0.9	6.4	47.2	27.4	19.7	18.1	46.6	53.1	12.3	28.4	212.9
Sept. 1967*	0.9	6.5	47.6	27.7	19.9	18.2	48.1	52.6	12.2	28.7	214.9
Oct. 1966	1.7	5.4	47.6	28.4	19.2	15.6	46.3	51.9	11.9	28.0	208.4
SASKATCHEWAN											
Oct. 1967†	0.2	5.3	15.6	9.8	5.8	17.8	27.2	38.4	8.0	18.0	130.4
Sept. 1967*	0.2	5.4	15.8	9.9	5.8	18.0	27.5	38.4	8.2	18.1	131.6
Oct. 1966	0.2	5.1	14.9	9.7	5.2	16.7	27.4	37.7	7.8	17.0	126.8
ALBERTA											
Oct. 1967†	1.9	18.6	52.0	26.2	25.8	40.1	49.5	75.9	15.9	47.0	300.9
Sept. 1967*	1.9	18.9	52.6	26.4	26.1	41.9	51.1	75.0	15.7	48.4	305.5
Oct. 1966	2.4	18.3	52.6	27.1	25.5	37.0	49.0	73.9	14.5	43.4	291.1
BRITISH COLUMBIA											
Oct. 1967†	19.1	9.9	118.0	48.5	69.5	38.6	76.4	97.7	25.4	68.3	453.4
Sept. 1967*	19.8	10.0	125.0	51.4	73.5	41.0	78.0	96.2	25.3	70.2	465.4
Oct. 1966	19.4	9.8	124.9	48.9	75.9	39.0	75.0	94.1	23.3	66.2	451.6

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average weekly Wages and Salaries*		
	Oct. 1967	Sept. 1967	Oct. 1966	Oct. 1967	Sept. 1967	Oct. 1966
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	108.9	110.0	106.6	132.02	130.39	122.58
Metals	104.4	105.0	102.3	131.76	129.55	122.77
Mineral fuels	103.4	103.5	100.5	140.12	140.00	127.58
Non-metals except fuels	117.5	119.5	111.5	122.95	119.13	114.18
Quarries and sand pits	128.3	131.1	136.3	113.68	114.84	110.83
Services incidental to mining	132.6	136.6	131.1	137.15	137.35	127.25
MANUFACTURING	123.3	125.5	126.0	109.22	108.45	102.86
Durable goods	133.2	135.4	137.2	117.58	116.74	111.63
Non-durable goods	115.4	117.4	117.0	101.46	100.75	94.61
Food and beverages	114.0	120.9	114.7	95.40	93.93	87.63
Foods	114.0	121.8	115.2	92.34	90.87	84.53
Beverages	114.5	115.0	111.2	114.42	114.13	107.61
Tobacco processing and products	94.7	95.1	91.5	111.40	111.33	105.05
Rubber products	125.1	125.5	127.7	112.49	111.18	104.29
Leather products	99.0	97.7	102.9	72.18	72.47	66.89
Textile products	117.3	118.7	122.8	90.36	89.84	84.87
Knitting mills	113.1	112.4	117.2	69.69	69.69	65.69
Clothing	109.1	110.0	115.7	66.99	67.05	63.41
Wood products	105.3	111.9	110.7	98.74	97.95	90.92
Furniture and fixtures	131.6	130.9	136.4	90.24	90.19	85.20
Paper and allied industries	118.7	119.4	119.2	128.59	129.03	120.81
Printing, publishing and allied industries	114.8	115.2	112.6	114.61	114.11	109.27
Primary metal industries	122.3	123.3	125.8	130.76	129.07	124.81
Metal fabricating industries	133.6	134.1	139.1	114.21	113.52	109.57
Machinery, except electrical	146.1	146.1	149.7	123.01	122.22	117.93
Transportation equipment	150.0	155.5	153.6	129.73	129.04	122.84
Electrical products	145.9	146.7	148.5	110.94	110.25	105.75
Non-metallic mineral products	122.4	122.7	125.3	117.02	116.35	110.56
Petroleum and coal products	102.2	103.4	100.4	160.09	159.29	151.71
Chemicals and chemical products	119.2	117.4	117.4	123.76	122.59	117.52
Miscellaneous manufacturing industries	135.9	136.0	138.4	94.55	94.32	88.30
CONSTRUCTION	131.9	133.7	147.3	134.74	135.98	129.75
Building	134.9	134.4	143.0	131.99	131.75	125.69
Engineering	126.7	132.4	155.6	139.79	143.41	137.00
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	112.5	113.7	109.0	115.90	115.28	108.15
Transportation	110.1	111.4	105.8	114.89	114.05	108.26
Storage	114.5	113.1	117.9	99.92	98.53	95.80
Communication	117.7	119.0	116.8	110.91	110.52	101.22
TRADE	128.5	126.9	124.9	82.14	82.17	77.62
Wholesale trade	123.9	123.6	120.6	102.41	102.24	97.01
Retail trade	131.0	128.8	127.4	71.46	71.45	67.21
FINANCE, INSURANCE AND REAL ESTATE	127.6	127.1	121.7	99.35	99.53	93.90
Financial institutions	129.8	129.0	125.7	96.90	97.07	91.09
Insurance and real estate	124.6	124.5	116.1	102.77	102.95	98.20
SERVICE	157.6	160.4	143.6	76.18	75.89	71.55
Recreational services	140.3	141.2	132.5	67.44	67.68	60.87
Business services	169.9	172.2	162.9	116.92	115.32	109.87
Personal services	145.7	148.6	133.9	56.00	55.99	53.93
Miscellaneous services	192.7	196.6	159.2	84.21	84.81	76.62
INDUSTRIAL COMPOSITE	124.6	125.9	124.2	105.08	104.77	99.43

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1967	Sept. 1967	Oct. 1966	Oct. 1967	Sept. 1967	Oct. 1966	Oct. 1967	Sept. 1967	Oct. 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.2	41.7	42.7	2.89	2.88	2.66	122.08	120.23	113.60
Metals	41.2	40.6	41.5	3.05	3.04	2.80	125.84	123.45	116.17
Mineral fuels	44.0	43.9	44.1	2.42	2.42	2.27	106.30	106.39	100.43
Non-metals, except fuels	43.2	42.2	43.5	2.72	2.68	2.52	117.57	113.22	109.64
Quarries and sand pits	49.3	50.1	52.1	2.29	2.25	2.11	112.75	112.98	109.83
Services incidental to mining	41.2	41.5	42.4	3.13	3.14	2.88	129.01	130.27	122.33
MANUFACTURING	40.8	40.8	41.2	2.44	2.43	2.29	99.76	99.20	94.49
Durable goods	41.5	41.4	42.0	2.63	2.62	2.49	109.19	108.52	104.46
Non-durable goods	40.2	40.3	40.4	2.25	2.23	2.09	90.53	90.07	84.57
Food and beverages	40.1	40.4	40.1	2.14	2.09	1.96	85.80	84.37	78.53
Foods	40.0	40.4	40.0	2.08	2.02	1.90	83.13	81.88	75.87
Beverages	40.7	40.6	41.0	2.62	2.61	2.44	106.74	105.74	100.09
Tobacco processing and products	36.8	36.8	37.7	2.74	2.74	2.58	100.85	100.80	97.24
Rubber products	41.7	41.7	42.1	2.53	2.50	2.32	105.65	104.34	97.87
Leather products	39.3	39.7	38.5	1.67	1.67	1.58	65.83	66.18	60.77
Textile products	41.8	41.8	42.2	1.90	1.90	1.79	79.63	79.34	75.49
Miscellaneous textiles	41.3	41.6	40.5	1.84	1.86	1.64	76.17	77.41	66.39
Knitting mills	41.3	41.7	41.6	1.50	1.49	1.41	61.88	61.98	58.53
Clothing	37.1	37.2	37.6	1.63	1.63	1.53	60.53	60.58	57.65
Wood products	40.6	40.4	40.4	2.32	2.32	2.14	94.15	93.73	86.57
Furniture and fixtures	42.7	42.8	43.2	1.96	1.95	1.84	83.76	83.61	79.56
Paper and allied industries	41.7	41.9	41.9	2.91	2.91	2.71	121.31	122.01	113.63
Pulp and Paper mills	41.7	41.8	41.8	3.19	3.18	2.97	132.84	133.13	123.98
Printing, publishing and allied industries	38.6	38.9	39.1	2.90	2.90	2.77	111.82	112.85	108.18
Primary metal industries	40.8	40.4	41.0	3.00	2.98	2.87	122.21	120.40	117.83
Iron and steel mills	40.0	39.3	40.2	3.13	3.11	3.02	125.30	122.41	121.68
Metal fabricating industries	41.4	41.6	42.3	2.59	2.57	2.46	107.11	106.71	104.27
Machinery, except electrical	41.3	41.3	42.7	2.77	2.74	2.59	114.20	113.42	110.61
Transportation equipment	42.2	42.0	42.5	2.88	2.88	2.72	121.65	121.03	115.70
Aircraft and parts	41.8	42.0	42.7	2.87	2.88	2.68	119.97	120.96	114.50
Motor vehicles	42.7	42.3	42.9	2.97	2.97	2.82	126.81	125.37	120.65
Assembling	45.2	43.2	45.0	3.20	3.17	3.05	144.51	136.82	137.13
Parts and accessories	40.9	41.5	41.0	2.83	2.85	2.65	115.94	118.27	108.84
Shipbuilding and repairing	41.1	40.9	41.1	2.81	2.78	2.59	115.32	113.47	106.28
Electrical products	40.5	40.5	41.5	2.39	2.38	2.25	96.73	96.33	93.38
Communications equipment	39.9	39.4	41.0	2.31	2.31	2.16	91.98	90.89	88.45
Non-metallic mineral products	43.8	43.8	44.2	2.55	2.54	2.39	111.39	111.08	105.73
Petroleum and coal products	42.4	43.0	43.4	3.46	3.42	3.30	146.61	147.11	143.24
Chemical and chemical products	41.0	40.5	41.2	2.64	2.64	2.50	108.26	107.00	102.69
Miscellaneous manufacturing industries	40.8	40.9	41.5	1.98	1.98	1.83	80.99	80.95	75.78
CONSTRUCTION	42.2	43.2	44.3	3.15	3.12	2.91	132.98	134.81	128.78
Building	40.2	40.7	41.8	3.24	3.20	2.98	130.22	130.09	124.47
General contractors	39.9	40.5	41.7	3.10	3.06	2.87	123.60	123.89	119.68
Special trade contractors	40.5	40.8	42.0	3.36	3.33	3.07	136.28	135.68	129.03
Engineering	45.7	47.5	48.8	3.02	3.01	2.80	138.02	143.00	136.47
Highways, bridges and streets	46.3	48.7	50.1	2.50	2.48	2.32	115.87	120.81	116.36
Other engineering	45.1	46.4	47.6	3.58	3.59	3.23	161.37	166.52	153.88
OTHER INDUSTRIES									
Urban transit	42.2	42.7	43.4	3.06	2.80	2.78	129.28	119.27	120.38
Highway and bridge maintenance	41.1	40.5	41.1	2.26	2.23	2.02	92.88	90.18	83.01
Laundries, cleaners and pressers	39.2	39.9	39.2	1.41	1.42	1.34	55.52	56.55	52.60
Hotels, restaurants and taverns	33.7	34.1	34.3	1.42	1.41	1.35	47.94	48.14	46.20

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
Last Pay Period in					
1966—October	41.2	2.29	94.49	126.9	112.7
November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September*	40.8	2.43	99.20	133.2	114.4
October†	40.8	2.44	99.76	134.0	114.7

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	October 1967	September 1967	October 1966	October 1967	September 1967	October 1966
				$	$	$
Newfoundland	43.0	41.8	39.1	2.08	2.06	1.93
Nova Scotia	39.5	39.9	40.1	1.96	1.94	1.86
New Brunswick	42.0	41.1	41.6	2.06	2.00	1.85
Quebec	41.5	41.5	42.2	2.21	2.20	2.06
Ontario	41.0	41.0	41.4	2.56	2.54	2.42
Manitoba	39.6	39.8	40.3	2.19	2.17	2.00
Saskatchewan	39.5	40.1	40.9	2.52	2.49	2.35
Alberta	39.9	40.1	40.3	2.50	2.48	2.33
British Columbia	37.5	37.7	37.5	3.09	3.04	2.85

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 25, January issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800
January	4,700,000	4,168,100	531,900
1966—December	4,641,000	4,217,600	423,400
November	4,606,000	4,339,700	266,300
October	4,538,000	4,353,700	184,300

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, November 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	20,878	517,422
Prince Edward Island	2,612	59,196
Nova Scotia	29,080	692,691
New Brunswick	25,738	616,022
Quebec	274,286	7,001,335
Ontario	267,301	6,797,331
Manitoba	25,048	611,499
Saskatchewan	13,593	327,663
Alberta	28,298	711,549
British Columbia	97,297	2,551,462
Total, Canada, Nov. 1967	784,131	19,886,170
Total, Canada, Oct. 1967	623,302	15,493,858
Total, Canada, Nov. 1966	590,491	14,286,900

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, November 1967

	Claims Filed at Local Offices			*Disposal of Claims and Claims Pending at the End of the Month*			
Province	*Total*	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	7,374	5,920	1,454	5,120	4,047	1,073	3,302
Prince Edward Island	1,152	952	200	555	409	146	726
Nova Scotia	7,565	5,687	1,878	6,019	4,518	1,501	2,820
New Brunswick	8,981	6,943	2,038	5,953	4,591	1,362	4,243
Quebec	65,445	45,984	19,461	51,811	37,874	13,937	26,609
Ontario	54,208	39,465	14,743	45,793	32,477	13,316	22,440
Manitoba	9,146	7,156	1,990	6,088	4,491	1,597	3,990
Saskatchewan	5,988	4,798	1,190	3,653	2,538	1,115	3,006
Alberta	8,578	6,586	1,992	6,344	4,504	1,840	3,593
British Columbia	25,096	17,844	7,252	21,736	15,123	6,613	8,560
Total, Canada, Nov. 1967	193,533*	141,335	52,198	153,072†	110,572	42,500	79,289
Total, Canada, Oct. 1967	114,895	79,394	35,501	102,938	66,685	36,253	38,828
Total, Canada, Nov. 1966	152,666	112,607	40,059	118,218	84,951	33,267	66,706

*In addition, revised claims received numbered 31,161.

†In addition, 29,717 revised claims were disposed of. Of these 3,509 were special requests not granted and 1,516 were appeals by claimants. There were 7,667 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at November 30, 1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Oct. 31 1967	Nov. 30 1966
CANADA	336,627	196,818	72,356	40,657	26,796	242,454	266,287
Male	223,197	145,592	44,654	19,461	13,490	148,210	173,343
Female	113,430	51,226	27,702	21,196	13,306	94,244	92,944
NEWFOUNDLAND	12,005	7,870	2,252	1,194	689	6,625	12,107
Male	9,875	6,921	1,731	776	447	4,992	10,232
Female	2,130	949	521	418	242	1,633	1,875
PRINCE EDWARD ISLAND	1,623	1,075	247	184	117	701	1,765
Male	1,101	839	147	58	57	341	1,248
Female	522	236	100	126	60	360	517
NOVA SCOTIA	13,516	7,406	2,734	1,820	1,556	8,875	13,286
Male	9,749	5,751	1,863	1,138	997	6,166	9,962
Female	3,767	1,655	871	682	559	2,709	3,324
NEW BRUNSWICK	13,133	8,156	2,432	1,409	1,136	7,651	14,442
Male	9,390	6,323	1,506	788	773	4,768	10,054
Female	3,743	1,833	926	621	363	2,883	4,388
QUEBEC	114,147	67,072	25,757	13,343	7,975	80,389	83,838
Male	79,739	50,999	17,362	7,158	4,220	52,576	55,699
Female	34,408	16,073	8,395	6,185	3,755	27,813	28,139
ONTARIO	101,608	54,470	22,158	14,830	10,150	87,637	74,595
Male	57,570	34,932	11,793	6,159	4,686	49,103	40,506
Female	44,038	19,538	10,365	8,671	5,464	38,534	34,089
MANITOBA	13,796	8,939	2,359	1,467	1,031	6,369	8,995
Male	9,349	7,015	1,321	618	395	3,296	5,988
Female	4,447	1,924	1,038	849	636	3,073	3,007
SASKATCHEWAN	8,373	5,837	1,372	750	414	3,993	6,768
Male	5,909	4,831	707	223	148	1,924	4,687
Female	2,464	1,006	665	527	266	2,069	2,081
ALBERTA	13,479	8,694	2,466	1,355	964	8,134	11,930
Male	9,009	6,765	1,281	449	514	4,293	7,960
Female	4,470	1,929	1,185	906	450	3,841	3,970
BRITISH COLUMBIA	44,947	27,299	10,579	4,305	2,764	32,080	38,561
Male	31,506	21,216	6,943	2,094	1,253	20,751	27,007
Female	13,441	6,083	3,636	2,211	1,511	11,329	11,554

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of January 1968

	All-Items									
	Jan. 1968	*Dec. 1967*	*Jan. 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949 = 100)				
St. John's, Nfld.*	131.6	131.1	127.0	127.2	122.7	129.6	127.5	190.7	155.0	126.2
Halifax	144.3	143.4	139.0	143.1	140.6	142.4	144.6	189.8	191.5	140.2
Saint John	147.7	146.6	143.0	146.5	140.2	144.3	156.5	214.5	177.5	139.6
Montreal	151.1	150.1	144.1	157.4	145.9	124.8	184.8	198.9	172.9	137.6
Ottawa	151.4	150.1	145.2	154.1	145.2	138.2	170.5	205.2	165.1	147.0
Toronto	154.1	153.3	148.2	147.5	155.0	140.6	160.5	191.0	212.3	143.7
Winnipeg	149.0	147.7	140.7	150.3	136.4	147.0	153.8	209.5	166.8	154.3
Saskatoon-Regina	142.6	142.4	137.3	146.4	135.3	146.5	144.8	166.8	165.6	136.2
Edmonton-Calgary	143.4	143.1	136.6	141.2	138.2	143.1	147.3	197.0	163.9	131.7
Vancouver	147.4	146.7	140.9	147.4	147.0	136.4	156.9	178.3	163.4	135.1

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
*1967	406	438	409,932	4,045,060	0.26
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16

*Preliminary.

TABLE G-2—Strikes and Lockouts, January 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	210	1,890
Mines	—	—	—
Manufacturing	33	17,780	187,140
Construction	7	807	3,280
Transportation and utilities	4	261	3,470
Trade	8	494	9,360
Finance	—	—	—
Service	2	31	250
Public administration	1	175	2,000
ALL INDUSTRIES	56	19,758	207,390

TABLE G-3—Strikes and Lockouts, January 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	462	6,690
Prince Edward Island	—	—	—
Nova Scotia	1	31	80
New Brunswick	2	215	4,730
Quebec	12	1,512	25,720
Ontario	26	12,839	79,840
Manitoba	1	77	310
Saskatchewan	1	115	170
Alberta	2	32	710
British Columbia	6	4,429	88,750
Federal	2	46	390
ALL JURISDICTIONS	56	19,758	207,390

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers January 1968 (Preliminary)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			January	*Accumulated*		
FORESTRY						
Columbia Cellulose Celgar Woods Division, Nakusp, B.C.	Woodworkers Locs. 1-405 & 1-417 (AFL-CIO/CLC)	210	1,890	16,800	Sept. 19 Jan. 15	Wages—Starting rate raised to $2.60 an hr., 10¢ an hr. increased Jan. 1, 1969, 6¢ June 1969, other wage adjustments; ½% increase in holiday pay; night shift differential increased from 6¢ to 10¢, other improvement.
MANUFACTURING						
Food and Beverages						
Fishery Products Ltd., Burin, Nfld.	CLC—chartered local	250	5,500	9,500	Dec. 5 —	Wages—
Weston Bakeries Ltd., Toronto, Ont.	Retail, Wholesale Employees Loc. 461 (AFL-CIO/CLC)	227	3,780	3,780	Jan. 9 —	Wages—
Textiles						
Canadian Automotive Trim (Chrysler Corp. of Canada), Ajax, Ont.	Auto Workers Loc. 1090 (AFL-CIO/CLC)	599	3,290	3,290	Jan. 24 —	Working conditions—
Wood						
Several lumber companies, Various locations British Columbia.	Woodworkers various locals (AFL-CIO/CLC)	3,668	80,700	331,400	Oct. 4 —	Wages—
Les Industries Baribeau, Lévis, Que.	Building and Woodworkers' Federation (CNTU)	203	4,470	15,040	Oct. 19 —	Wages, hours, job evaluation—
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	180	720	720	Jan. 25 —	Wages—
Furniture and Fixtures						
Peppler Division of Stancor Ltd., Hanover, Ont.	Woodworkers Loc. 2-500 (AFL-CIO/CLC)	166	170	170	Jan. 18 Jan. 18	Reshuffling of work force, work assignment—Return of workers.
Paper						
Columbia Cellulose Celgar Lumber Div., & Celgar Pulp Div., Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC) Pulp and Paper Workers Loc. 1 (Ind.)	434	3,760	35,500	Sept. 18 Jan. 15	Wages—Starting rate raised to $2.60 an hr., 10¢ an hr. increase Jan. 1, 1969, 6¢ June 1969, other wage adjustments; ½% increase in holiday pay, night shift differential increased from 6¢ to 10¢.
Domtar Pulp & Paper Co., Cornwall, Ont.	Papermakers Loc. 212 (AFL-CIO/CLC)	152	460	460	Jan. 25 Jan. 30	Hiring of efficiency experts by company—Return of workers when injunction issued.
Printing and Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	372,360	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers January 1968 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			January	*Accumulated*		
Metal Fabricating						
Columbus McKinnon Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	230	5,060	15,970	Oct. 23 —	Delayed negotiations in a new contract—
Jenkins Bros., Lachine, Que.	Machinists Loc. 631 & Moulders Loc. 21 (AFL-CIO/CLC)	407	8,950	18,310	Nov. 25 —	Wages—
Transportation Equipment						
General Motors of Canada Ltd., Oshawa, Ont.	Auto Workers Loc. 222 (AFL-CIO/CLC)	1,200	450	450	Jan. 5 Jan. 8	Dissatisfaction over contract negotiations—Return of workers.
Chrysler Canada Ltd., Various locations, Ont.	Auto Workers various locals (AFL-CIO/CLC)	8,772	48,490	48,490	Jan. 22 —	Working conditions—
Miscellaneous Manufacturing						
Claude Neon Advertising Ltd., Montreal, Que.	Painters Loc. 1838 (AFL-CIO/CLC)	140	1,680	1,680	Jan. 9 Jan. 25	Wages—30¢ an hr. increase over a 2-yr. contract.
CONSTRUCTION						
Hydro Electric Power Commission, Various locations, Ont.	Plumbers Locs. 46 & 663 (AFL-CIO/CLC)	350	1,050	41,300	July 17 Jan. 5	Disagreement over a clause in new contract—Return of workers.
Foundation Co. of Canada Ltd., Prince Albert, Sask.	I.B.E.W. Loc. 529 (AFL-CIO/CLC)	115	170	170	Jan. 10 Jan. 12	Protesting changing of hours— Return of workers.
H. J. Kaiser Co. of Canada Ltd., Long Harbour, Nfld.	Various unions	186	620	620	Jan. 27 —	Hours, overtime rates, room and board allowance—
TRANSPORTATION AND UTILITIES						
Transportation						
Chambly Transport Inc., Montreal-South Shore, Que.	Railway, Transport and General Workers Locs. 511 & 513 (CLC)	120	860	860	Jan. 22 —	Wages—
Trade						
Several automobile dealers, Saint John, N.B.	Machinists Loc. 2253 (AFL-CIO/CLC)	157	3,450	27,970	May 29 —	Union recognition—
Various automobiles dealers, Quebec and area, Que.	CNTU	150	3,250	9,630	Nov. 1 —	Wages, hours in first agreement—
PUBLIC ADMINISTRATION						
Local Administration						
Municipality of Metropolitan Toronto, Metropolitan Toronto, Ont.	Public Employees Loc. 878 (CLC)	175	2,000	2,000	Jan. 1 Jan. 17	Change of administration and subsequent change of union— Return of workers.

H—Employment Fatalities

TABLE H—Employment Fatalities in Canada During Fourth Quarter of 1967

	Agriculture	*Forestry*	*(1) Fishing*	*(2) Mining*	*Manufacturing*	*Construction*	*(3) Transportation*	*Trade*	*(4) Finance*	*(5) Service*	*(6) Public Administration*	*Total*	*Per Cent of Total*
By Industry* and Age Group													
14–19	—	1	—	1	2	—	1	—	—	1	—	6	3.3
20–24	2	2	—	6	5	9	5	1	—	1	1	32	17.7
25–44	2	12	1	10	13	17	17	3	—	1	1	77	42.5
45–64	1	9	1	10	10	8	8	6	1	5	1	60	33.2
65 and over	1	—	—	—	1	1	—	3	—	—	—	6	3.3
TOTAL	6	24	2	27	31	35	31	13	1	8	3	181**	100.0
By Industry and Occupation†													
Farmers (a)	6	—	—	—	—	—	—	—	—	—	—	6	3.3
Loggers (b)	—	18	—	—	—	—	—	—	—	—	—	18	10.0
Fishermen (c)	—	—	2	—	—	—	—	—	—	—	—	2	1.1
Miners (d)	—	—	—	19	—	—	—	—	—	—	—	19	10.5
Craftsmen (e)	—	3	—	5	18	20	9	3	—	—	1	59	32.6
Labourers (f)	—	—	—	—	4	12	1	3	—	—	—	20	11.0
Transport (g)	—	3	—	—	2	1	19	2	—	2	—	29	16.0
Managerial	—	—	—	—	2	2	—	1	1	—	—	6	3.3
Professional (h)	—	—	—	3	—	—	1	—	—	—	1	5	2.8
Clerical	—	—	—	—	—	—	—	—	—	1	—	1	0.6
Sales	—	—	—	—	3	—	1	4	—	—	—	8	4.4
Service (i)	—	—	—	—	2	—	—	—	—	5	1	8	4.4
TOTAL	6	24	2	27	31	35	31	13	1	8	3	181**	100.0
By Industry and Type of Accident‡													
Struck by objects (j)	1	15	—	4	4	16	3	3	1	—	—	47	26.0
Falls and slips (k)	—	5	2	9	5	7	6	—	—	2	1	37	20.4
Collisions, detrailments (l)	—	—	—	5	8	5	13	5	—	2	—	38	21.0
Caught in, on, between(m)	4	4	—	3	2	5	3	1	—	1	—	23	12.7
Inhalations (n)	—	—	—	1	3	1	1	—	—	—	1	7	3.9
Conflagrations (o)	—	—	—	3	9	—	1	1	—	—	1	15	8.3
Electric current (p)	—	—	—	1	—	—	3	—	—	—	—	4	2.2
Over-exertion (q)	—	—	—	—	—	1	1	3	—	3	—	8	4.4
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	1	—	—	1	—	—	—	—	—	—	—	2	1.1
TOTAL	6	24	2	27	31	35	31	13	1	8	3	181**	100.0
PER CENT OF TOTAL	3.3	13.3	1.1	14.9	17.1	19.3	17.1	7.2	0.6	4.4	1.7	100.0	—

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, 141 fatalities were reported by various provincial Workmen's Compensation Boards; details of the remaining 40 were obtained from other sources.